



INTERPARFUMS
PERFORMANCE
REPORT
ESG 2023

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EDITORIAL

In 2023, we posted record financial results with sales of over 798 M€ and operating income of 165 M€.

A company's performance cannot be reduced to economic results. They may certainly illustrate the desirability of our products, but we also need to demonstrate extra-financial performance. This is in line with our commitment and also with the strong expectations expressed by regulatory bodies, investors, employees and the brands that place their trust in us, who are themselves committed to ESG strategies.

In these areas, we are tackling the challenges at the right level, without neglecting any of them, using a pragmatic and progressive approach. And there are many challenges, as you will discover throughout this report.

Moving forward on this virtuous path, we rely on our partners, who are also facing the demands of regulations and those of the sector as well as consumer expectations. We support them whenever necessary.

With its portfolio of strong, valuable brands, which was further enhanced in 2023 with the signature of the Lacoste licensing agreement, Interparfums remains focused on its mission: bringing to market beautiful products with contemporary, high-quality olfactory signatures. At the same time, I expect all our employees and partners to have an appetite for ESG issues, each in their own field, so that they can contribute to our objectives and meet the challenges of today and tomorrow.

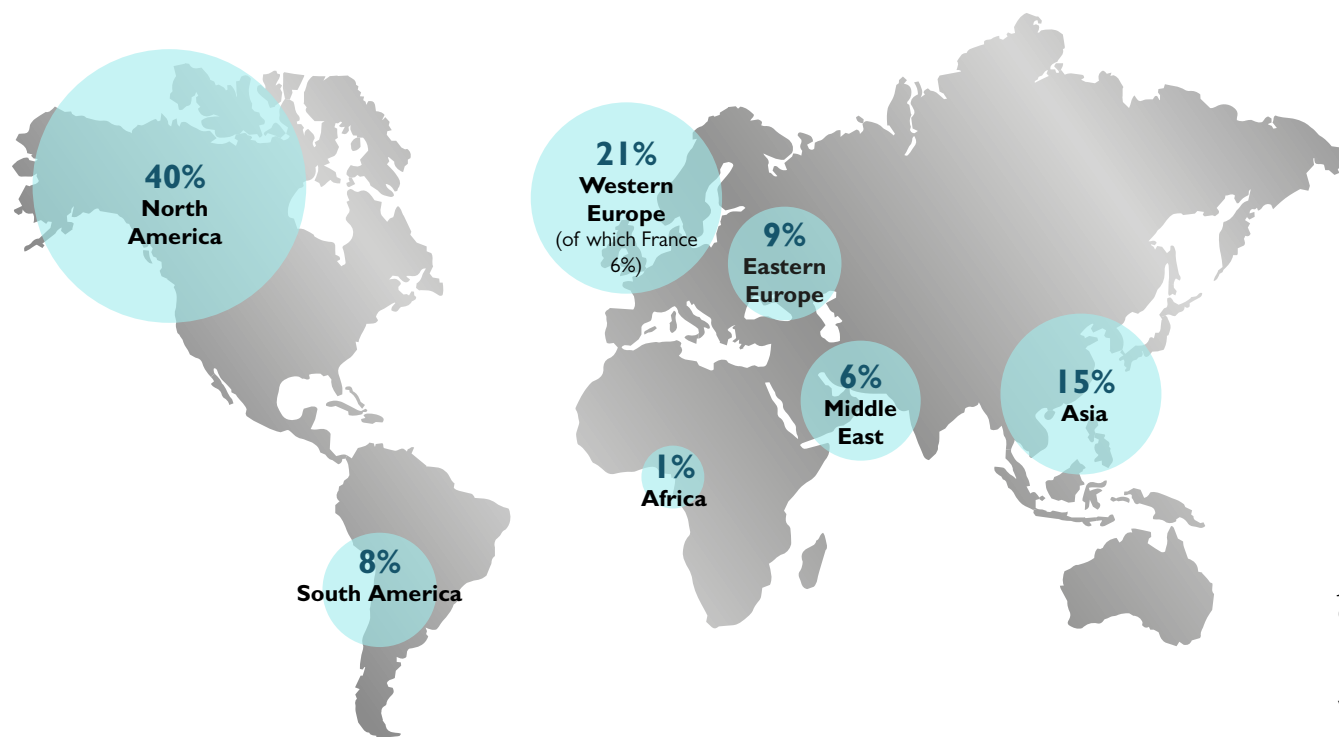
Philippe Santi,
Executive Vice President
Chairman of the CSR Executive Committee



ABOUT INTERPARFUMS

Interparfums' business is creating and developing long-term fragrance lines for prestigious brands.

SALES 2023 BY GEOGRAPHICAL AREA



At the end of December 2022, iconic fashion sport brand Lacoste and Interparfums announced the signature of a 15-year exclusive worldwide fragrance licensing agreement, effective 1st January 2024. The launch of the first men's line of Lacoste Original fragrances, embodied by Pierre Niney, took place in July 2024 and should enable the brand to take an important step forward in its redeployment in France and the world.



PORTFOLIO OF BRANDS

Montblanc: 26%
Jimmy Choo: 26%
Coach: 23%
Lanvin: 6%
Rochas: 5%
Van Cleef & Arpels: 3%
Karl Lagerfeld: 3%
Kate Spade: 3%
Boucheron: 2%
Moncler: 1%
Other brands: 2%



SUSTAINABLE VALUE CREATION

Since its very beginnings, the Group has sought to create value for all its stakeholders. Interparfums' success is built on offering consumers around the world high-quality products that reflect the identities of its different licences. Formalising a CSR approach was therefore a natural way of demonstrating the Group's extra-financial performance and implementing it in a pragmatic way. This strategy is based on a materiality matrix and is accompanied by objectives, in line with best practices in the sector.

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BUSINESS MODEL

Our resources

Human

- 344 employees in several countries
- A wide range of skills
- Experienced teams
- An agile organisation
- A "responsible employer" charter

Immaterial

- A portfolio of 11 prestige brands
- Expertise in the creation, development and distribution of prestige perfumes and cosmetics
- An entrepreneurial culture

Industrial & commercial

- Around one hundred industrial partners
- 85% sourcing in Europe
- Close monitoring of industrial partners
- An international distribution network

Social

- Long-standing partnerships with all stakeholders
- Commitments to patronage

Environmental

- Taking the environmental footprint into account in product design
- A 36,000 sqm HQE warehouse close to the factories
- Two warehouses close to consumer locations (North America and Asia)
- An "optimised eco-design" charter

Governance

- Recognized ethical practices based on a "Business Ethics" Charter
- Adoption of the Middlednext Corporate Governance Code and Anti-Corruption Code
- Existence of a CSR Executive Committee

Financial

- A very strong balance sheet with net cash of €55M
- A company listed on Euronext compartment A, controlled by the founders

Trends in the perfume sector

- Growing expectations among consumers and brands about environmental issues
- Multi-channel communication
- Increasingly stringent regulations



Our value creation

Human

- A motivating pay policy with employees sharing the company's profits
- 60 M€ paid to employees in the form of remuneration and profit-sharing in 2023
- Performance share plans every 2/3 years
- A recommendation rate of 80.4% according to an employee engagement survey
- 84/100 Gender equality index (France)
- Average age of 41
- Average 7.5 years of tenure



Industrial

- 83% of our supplier relationships are over 10 years old
- 275 M€ of industrial purchases in Europe by 2023



Social

- 778K€ allocated to sponsorship and donations in 2023



Environmental

- 92% of purchases are with Ecovadis-rated suppliers
- 68.1: average Ecovadis score for our suppliers
- 191 kteqCO2 of carbon footprint (scopes 1, 2 and 3), among the less-carbon intensive corporates in our business sector for our business sector
- Commitment to SBTi



Financial

- 798 M€ in turnover in 2023
- 20.7% operating margin in 2023
- 65.9 M€ in dividends distributed to shareholders in 2023
- 34.6 million bottles and 4.9 million boxes shipped in 2023
- Listed on the SBF 120 and CAC Mid 60 indexes



CSR INITIATIVE

In a constantly changing environment, mapping all of Interparfums' stakeholders helps better identify CSR challenges and expectations throughout the value chain. The main stakeholders identified are licensors, employees, suppliers and subcontractors, distributors and the wider financial community. This approach creates solid links with each stakeholder group.

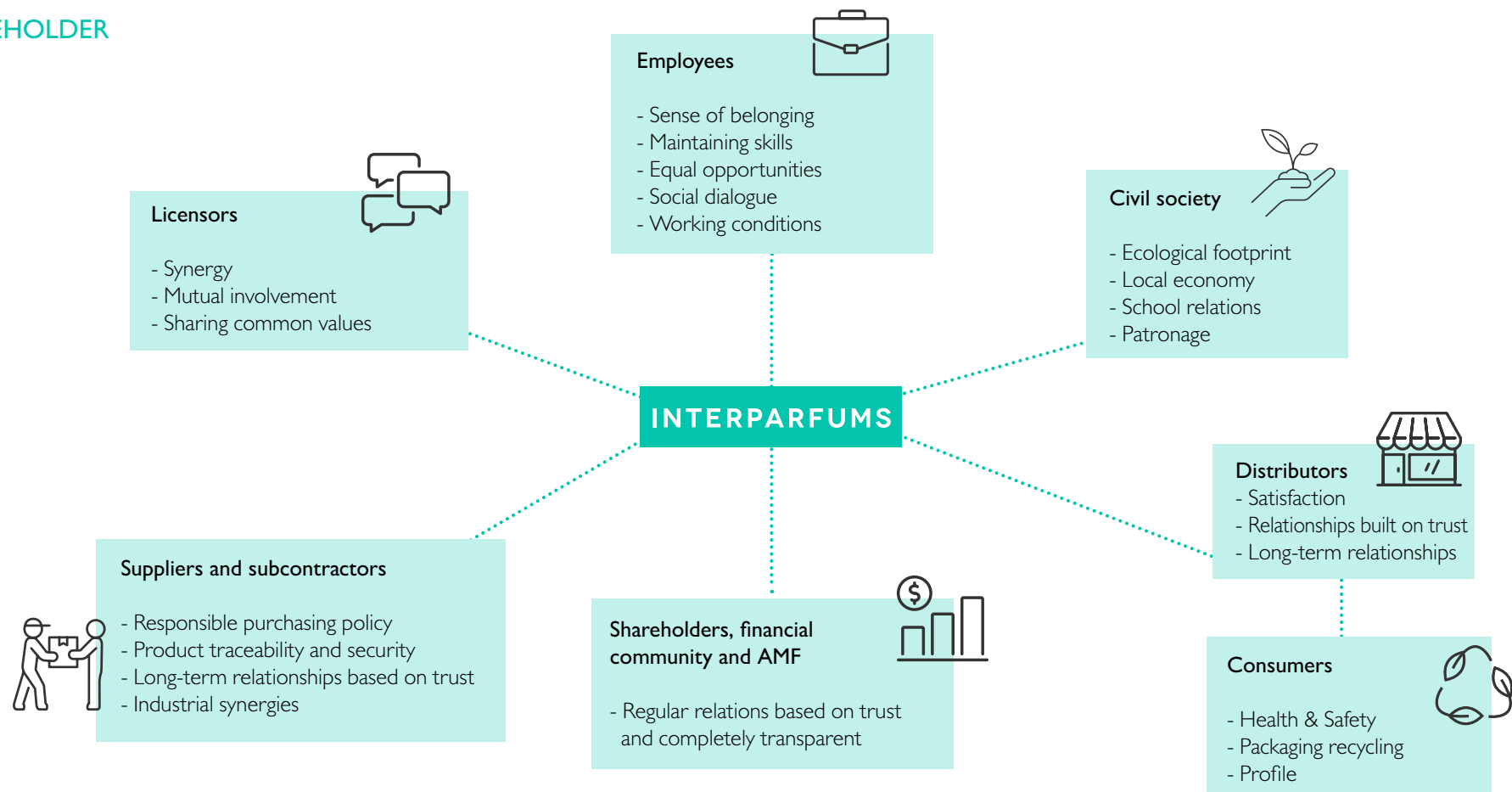
1. Interparfums is committed to its external stakeholders (industrial partners and licensors) thanks to its close ties, which enable it to regularly gather their feedback.

2. Current and future employees express their wishes during annual appraisals and via the engagement survey carried out each year.

3. The financial community has plenty of opportunities to share views at meetings and through the questionnaires that are sent to Interparfums.

In addition, the creation of a Consultative Committee of Individual Shareholders strengthens regular dialogue with shareholders.

STAKEHOLDER MAP



MATERIALITY MATRIX

Interparfums has identified its CSR challenges based on the expectations of its stakeholders and the market. A simple materiality analysis was then carried out to highlight the priorities to be addressed in the coming years to ensure the model's sustainability. The ESRS (European Sustainability Reporting Standards) are shown below in the simple materiality matrix.

ESG's challenges were rated by the CSR Executive Committee, the governance body set up to oversee the Group's approach. The action plan and indicators presented in the annual report are aligned with this matrix, which will be reviewed regularly.

Interparfums will be subject to Corporate Sustainability Reporting Directive regulations (CSRD) in 2026 based on 2025 data. As part of this process, work on the dual materiality matrix began in 2024 and will be presented to the Board of Directors' CSR Committee in November 2024.

MAIN NON-FINANCIAL RISKS

Business risks

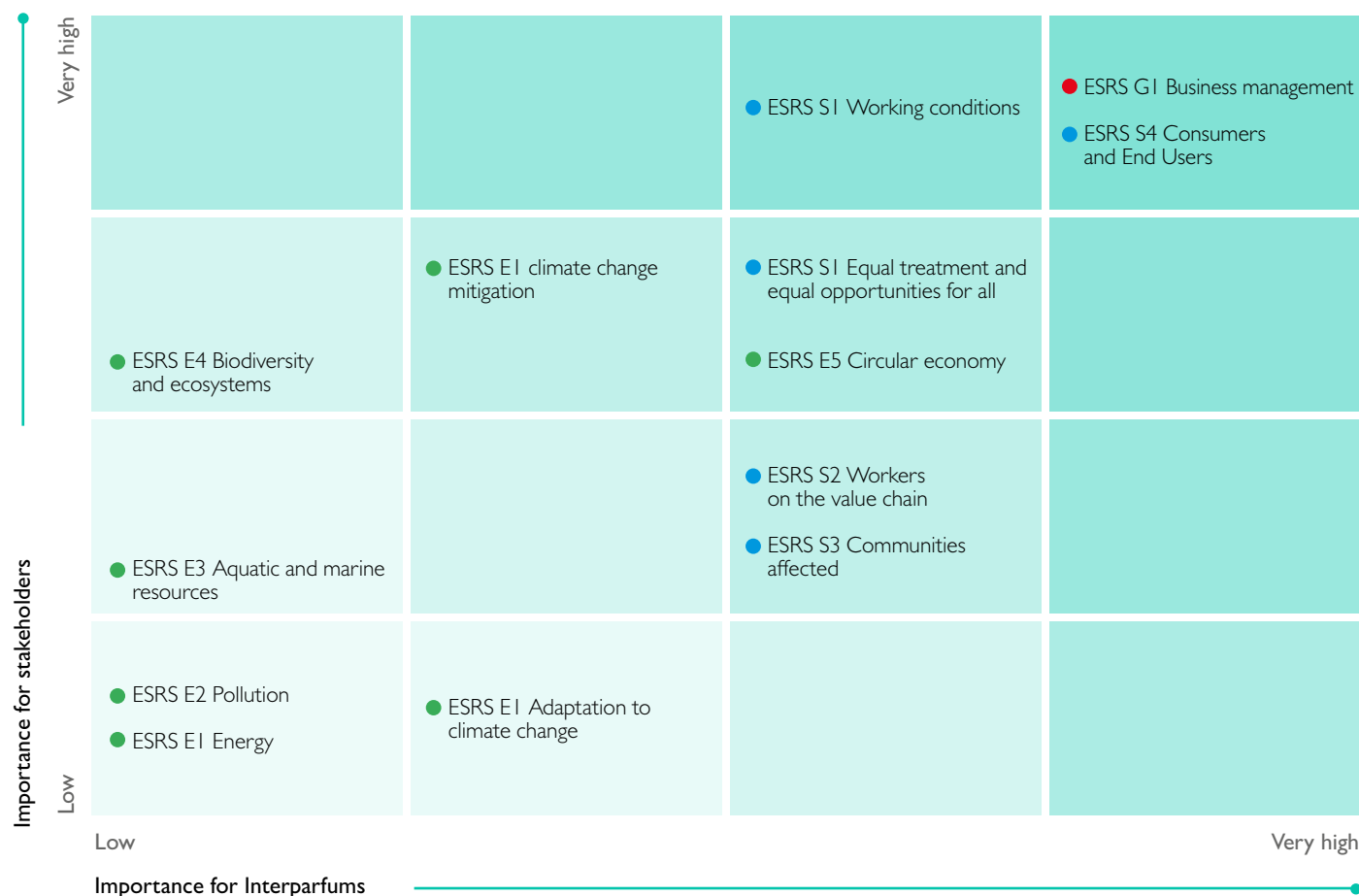
- Risks associated with the termination of a major licence
- Risks associated with the health, political and economic environment
- Risks associated with the Group's image and reputation
- Risks associated with not respecting human rights in the supply chain

Industrial risks

- Supply and production risk
- Financial risks associated with the effects of climate change
- Risks associated with product quality and safety
- Risks associated with erosion of biodiversity

Legal and IT risks

- Risks associated with intellectual property
- IT - cybersecurity risks



CSR issues: ● Corporate and social ● Environment ● Governance

CSR STRATEGY

Interparfums is committed to a global approach to social, environmental and corporate responsibility and transparency. Year after year, the Group develops a CSR (Corporate Social Responsibility) policy, implemented by its Operational and Functional Divisions and involving all staff. It identifies its main challenges based on several key areas: its responsibilities towards consumers, the environment, external stakeholders, Society and employees all in line with CSRD.

To support this approach, a CSR Executive Committee was set up at the beginning of 2021 at the initiative of General Management. Composed of the Supply Chain & Operations, Human Resources, Finance, Legal and Communication departments, it has formalised the Group's CSR strategy under the impetus of General Management, with the ambition to:

Consolidate its status **as a responsible employer** with, in particular, the formalisation of a "Responsible Employer Charter" and reinforcement of the employee training plan.

Reduce its ecological footprint and associate suppliers to this endeavour thanks, in particular, to the introduction of optimised eco-design specifications including most notably the reduction of packaging and the introduction of recycled and recyclable materials on each product developed.

Measure its carbon footprint according to the GHG protocol methodology (Scopes 1, 2 and 3) to initiate a low-carbon trajectory compatible with the Paris Agreements dated 12 December 2015.

Strengthen its sustainable development approach by rolling out a Business Ethics Charter addressed to operational stakeholders operational stakeholders.



7 meetings
of the CSR
Executive
Committee
in 2023
















Set up a CSR committee within the Board of Directors:

At the 2024 Annual General Meeting, the appointment of Caroline Renoux (see page 48 for her background) as a new independent director was approved. She will chair the CSR Committee, which will meet twice a year. Its role is to make CSR a major and central issue for the Board of Directors, with a particular focus on the climate trajectory, biodiversity erosion and supply chain resilience. This Committee will also pay close attention to social issues both at Interparfums and in the upstream value chain.

CSR OBJECTIVES

In line with our Corporate Social Responsibility strategy, the table below shows the main objectives set by the Group and compares them with the Sustainable Development Goals (SDGs) and the ESRS.

ESRS	SDG	OUR 2025 OBJECTIVES	OUR PROGRESS IN 2023-2024
Propose products and their packaging that take account of environmental and social issues			
ESRS E4, E5 and ESRS S2, S3, S4		Work with partners with a CSR performance rating by Ecovadis >70/100	Average score of suppliers scored by Ecovadis: 68.1/100
ESRS E5	 	Offer 85% recyclable packaging	82% of our packaging is recyclable
ESRS E5		Circulate the eco-design charter to all industrial suppliers	100% since 2022
Initiate a low-carbon trajectory			
ESRS E1		Reduce carbon emissions in scopes 1 and 2 by 3% per year ¹ . Achieve carbon neutrality for scopes ² 1, 2 and 3 by 2030.	13% reduction in emissions between 2021 and 2023 23% reduction in carbon intensity between 2021 and 2023
		Launch contribution projects (carbon sequestration)	Initiate a first project in 2023
		Engage 100% of industrial suppliers to start a low-carbon trajectory	20% of suppliers committed
Attract, support and develop talented people			
ESRS S1		Roll out the Responsible Employer Charter	Completed in 2023
		Train 70% of employees per year	55% of employees trained (2023)
		Train employees in CSR	20% of employees trained (2023)
		Raise employee awareness about disability	Annual talk from a committed charity/celebrity
Act ethically and in compliance			
ESRS G1		Roll out the Business Ethics Charter to all stakeholders	50% of partners ³ have received the Business Ethics Charter (industrial suppliers)
		Raise awareness among all employees	Action initiated end 2023

¹ Reference year: 2021

² Scope 1 covers direct energy-related greenhouse gas emissions, in this case gas consumption for heating and fuel for company vehicles. Scope 2 covers indirect energy-related greenhouse gas emissions, i.e. those relating to electricity and the heating network to which the new head office on rue de Solferino is connected. Scope 3 refers to indirect emissions in an organisation's supply chain, i.e. those that are indirectly related to its business, both upstream and downstream

³ As a proportion of total purchases

INITIATIVES SUPPORTED AND EXTERNAL RECOGNITION OF OUR ESG IMPACT

WE SUPPORT



In 2024, Interparfums joined the United Nations Global Compact (www.unglobalcompact.org) - a voluntary leadership platform for the development, implementation and disclosure of responsible business practices.

Interparfums improved on its S&P ESG score, which now stands at 32/100, an upgrade on the previous year with **19 more points compared to 2023.**



With a **score of 25.0** (2024), Interparfums saw its score improve by almost 10 points between **2022 and 2024.**



For its first assessment by EcoVadis, Interparfums was awarded a **Silver Medal**, a recognition given to the top 15% of companies assessed by EcoVadis over the 12 months prior to the medal award date. This medal reflects the quality of the company's sustainability management system and testifies to its commitment to promoting transparency throughout the value chain.

MSCI
ESG RATINGS



Assessing over 8,500 companies, the MSCI ESG rating index measures the resilience of companies to ESG risks between AAA and CCC.

In 2024, Interparfums recorded improvements in all categories: Environment, Social, Governance. **The Group is now rated BBB (January 2024), compared with B in 2023.**



For its first participation in the CDP questionnaires, Interparfums was awarded a B- in the Climate Change questionnaire and a C- in the Water Security questionnaire.

The CDP is a not-for-profit organisation that operates the world's leading environmental disclosure platform.

As part of its commitment to climate change, **Interparfums joined the SBTi initiative in 2023** and will submit its carbon trajectory by the end of 2024 to this international benchmark in the field.



INTERESTS AND *VIEWPOINTS* OF EXTERNAL STAKEHOLDERS

Carrying out and developing its activities, Interparfums has identified the following challenges:

- Maintaining to by replaced by strong relationship with its licensors through synergy, mutual involvement and the sharing of common values;
- Upstream of its value chain, developing long-term partnerships with its suppliers and subcontractors through close collaboration in information exchange, in particular about their CSR approach, their carbon footprint and their trajectory;
- Downstream of its value chain, Same as above long-term, trust-based relationships with its distributor customers.

- 14 Build trusting relationships with licensors and distributors
- 15 Forge lasting industrial partnerships
- 17 Assess the CSR performance of suppliers



BUILD TRUSTING RELATIONSHIPS WITH LICENSORS AND DISTRIBUTORS

Since signing its first contract in 1988, Interparfums has developed a significant portfolio of luxury brands under licence. Contact with Luxury Houses is systematically initiated by the historic managers, who develop and maintain a close relationship with the licensors.

Through close collaboration between the Group's marketing departments and the brands, which has increased over the years, products are developed according to the desires and collections of each brand, to offer a unique fragrance that represents shared values.

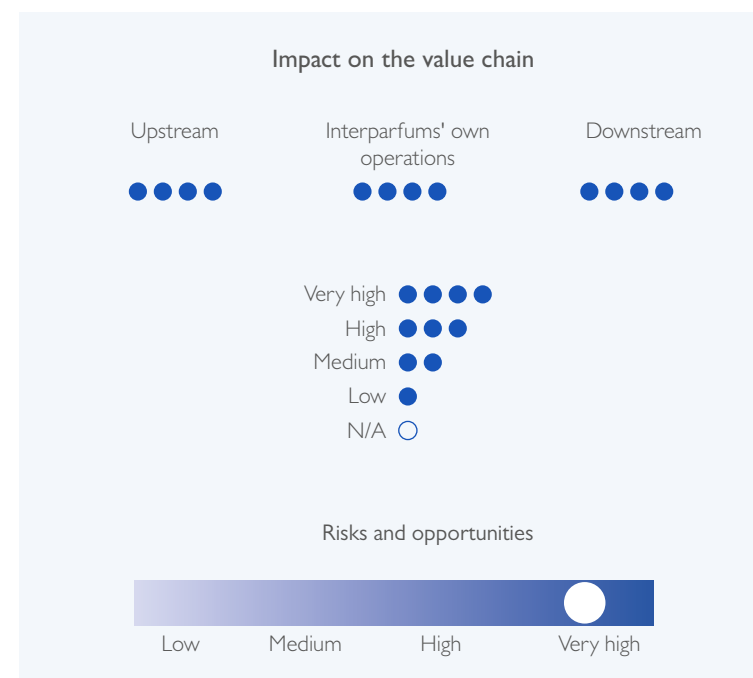
The small scale of Interparfums' teams and our permanent, privileged contacts mean we develop perfect knowledge of the universe, maintained over the years to offer brands quality products that support their brand image. As each continent and region of the world has its own tastes, identity and olfactory culture, as well as its own sensibility and attachment to a brand, there is no single destination.

Interparfums has developed long-standing relationships with its distributors in each of the countries or regions in which the Group operates. 126 employees use their expertise in France, the United States and Singapore to distribute its fragrances in over 100 countries.

Every two or three years, Interparfums organises a seminar lasting three days, bringing together all its distributors from around the world. The

IT IS IN UNDERSTANDING THEIR WORLD AND PROPOSING PRODUCTS THAT RESPECT THE UNIQUE CODES OF EACH BRAND THAT THE RELATIONSHIP BECOMES UNIQUE AND PRIVILEGED.

last seminar, organised in spring 2024, was an opportunity to present all the 2025 projects, to meet all the distributors and to involve them closely in the Group's development. It was also a special time for distributors to share warm, welcoming and inspiring moments with the Interparfums teams with whom they work closely on a daily basis.



FORGE LASTING INDUSTRIAL PARTNERSHIPS

SHARE INFORMATION WITH INDUSTRIAL PARTNERS

Most of the subcontractors' factories and the warehouse for storing finished products are in Haute Normandie (France). The activity generated by Interparfums thus contributes to the development of the local economy.

RUN A QUALITY MANAGEMENT SYSTEM WITH CONFIDENCE

The Group maintains very long-term relationships of quality and trust with the majority of its suppliers, subcontractors and other service providers. They are essential partners for the Group in meeting its needs for raw materials, packaging and promotional products. Due to quality and performance requirements, the choice of the relationship with its partners in production represents a major challenge for the Group.

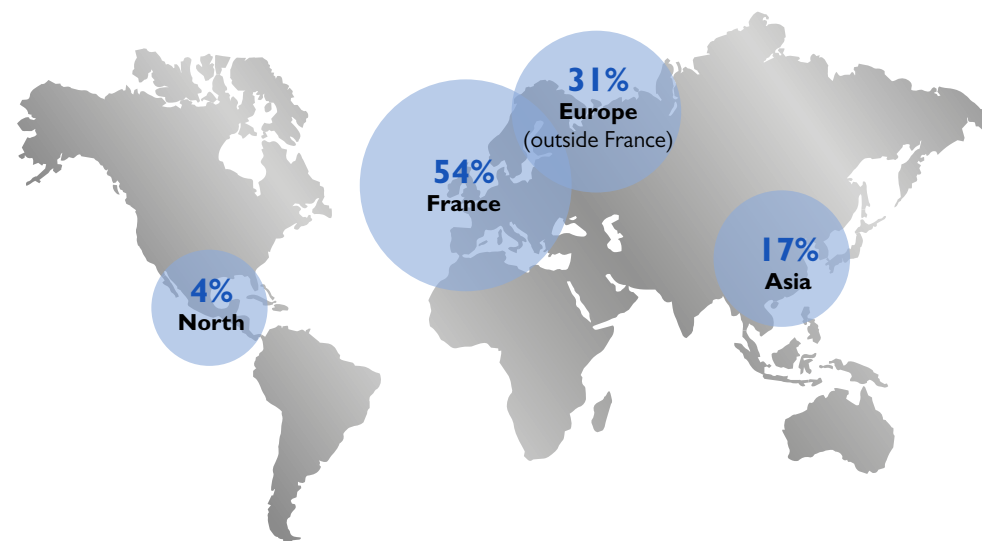
As well as working with them to manage costs, quality and innovation, the Group is committed to developing a sustainable and responsible partnership with them that respects social and environmental issues. The Group has introduced specifications for purchasing, logistics and Best Manufacturing Practice standards for its subcontractors.

In addition, the Group has drawn up a Business Ethics Charter that is binding for its partners, to ensure that they comply with the rules of ethics, morality and law that the Group is committed to respecting. This ethical charter was shared with them in the second half of 2023, using a tracking platform and an electronic signature. Its roll-out can thus be measured and improvement plans can be requested from partners. By the end of August 2024, 68% of suppliers had signed the Business Ethics Charter.

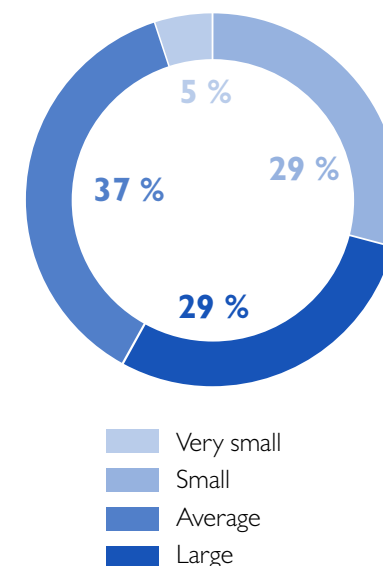
The specifications, website and Business Ethics Charter form the basis of the Group's commitments to working closely and constructively with suppliers and partners.

The framework that the Group has set itself for its actions with suppliers and subcontractors includes commitments to optimise performance and to ensure fluid and transparent communication through the use of this supplier website. It enables to identify the needs of the Group and its suppliers and to decide on the appropriate measures to ensure that these needs are met. The Group supports its suppliers in their efforts to improve services if their contributions do not meet expectations.

GEOGRAPHICAL ORIGIN OF PURCHASES MADE BY THE OPERATIONS DEPARTMENT



Typology of suppliers by company size (scope of suppliers assessed by Ecovadis)



Through the specifications and the website, the Group and its suppliers commit to achieving a common objective, consisting in particular of:

- innovating through improved service quality and added value;
- increasing the solidity of products, reducing defects and reducing the need for after-sales service;
- researching and developing new techniques to create new products or improve existing ones.

ASSESS THE CSR PERFORMANCE OF ITS SUPPLIERS

As part of its CSR strategy, Interparfums teamed up with Ecovadis to assess the CSR performance of its supply chain and suppliers. Ecovadis operates a global platform for assessing and sharing CSR performance, and their assessment method is based on international CSR standards.

In 2023, 110 suppliers were assessed or in the process of being assessed, representing 92% of Interparfums' purchasing activity (4% growth compared to 2022). As part of a continuous improvement approach, Interparfums' objective is to monitor and encourage the CSR performance of its suppliers in 4 major areas: Environment, Social and Human Rights, Ethics and Responsible Purchasing.

RESULTS OF ECOVADIS ASSESSMENTS



Number of suppliers assessed
110



Average score (overall score)
68.1 / 100



Environment score
71.5 / 100



Social and Human Rights score
67.8 / 100

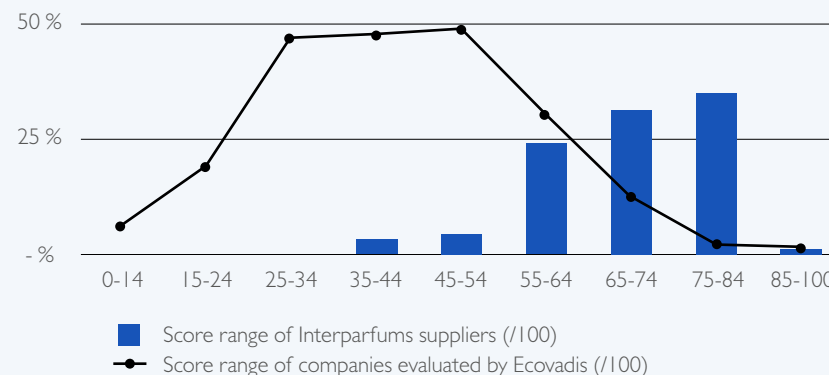


Business Ethics score
61.4 / 100

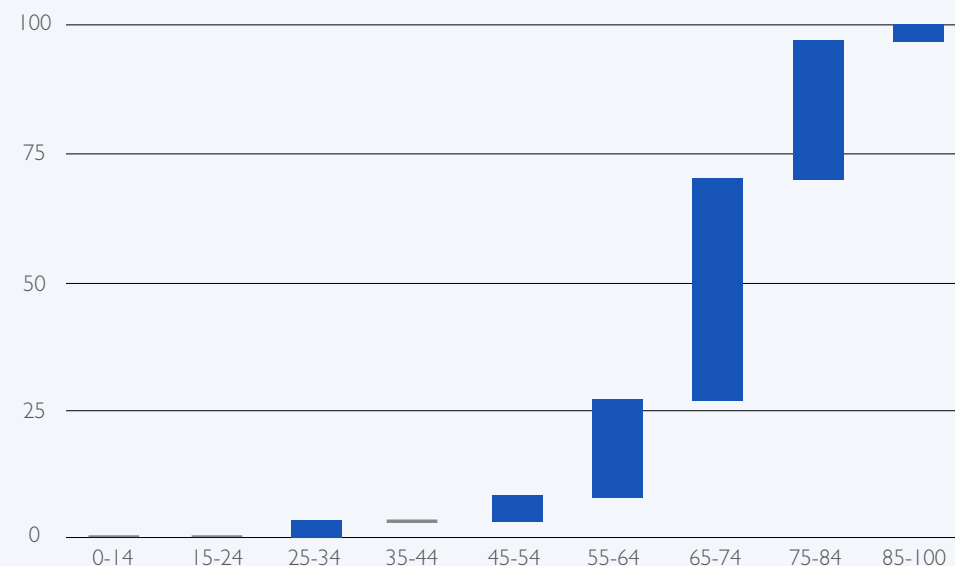


Responsible purchasing score
66.2 / 100

COMPARISON BETWEEN THE CSR PERFORMANCE OF INTERPARFUMS SUPPLIERS AND THAT OF ALL THE COMPANIES ASSESSED BY ECOVADIS



BREAKDOWN OF PURCHASES (as a % of total purchases in 2023), ACCORDING TO THE SUPPLIERS' ECOVADIS SCORE (score out of 100)





99% of Interparfums' purchases are made from suppliers assessed by Ecovadis, suppliers with a rating $\geq 45/100$, illustrating the relevance of its supplier selection approach. The lowest performing suppliers in terms of CSR (score < 45) represent only 1% of Interparfums' purchases. An action plan will be sent to the 3 suppliers identified so that they can make progress on these issues to which Interparfums attaches the utmost importance. Every effort will be made to support them in this process.

Close-up on Interparfums' top ten suppliers

The Group's top ten suppliers accounted for 46% of purchases in 2023. We thought it would be relevant to look specifically at their CSR performance. 7 of them responded to the climate CDP, but not all of them make their performance public. The Group will therefore be specifically questioning them on all CSR-related issues and asking them to share their ambitions in terms of climate strategy. 5 are committed to the SBTi initiative, with a 1.5°C trajectory validated for 4 of them.

In addition, given the close links established with our logistics service provider at the Criquebeuf warehouse (France), we asked them about the number of lost-time accidents involving his employees. He unfortunately had 5 in 2023.

ECOVADIS SCORE

	Increase in average Ecovadis score (overall score)	Increase in average Environment score	Increase in average social and Human Rights score	Increase in average Business Ethics score	Increase in average Responsible Purchasing score
97% of suppliers were re-assessed over the period	+2.1 points	+2.9 points	+1.5 points	+1.5 points	+2.1 points

ENVIRONMENT

The Group does not directly manage industrial sites but is involved in developing an environmental policy in collaboration with its subcontracting partners and suppliers, throughout its value chain notably for logistics and distribution, particularly in the following areas:

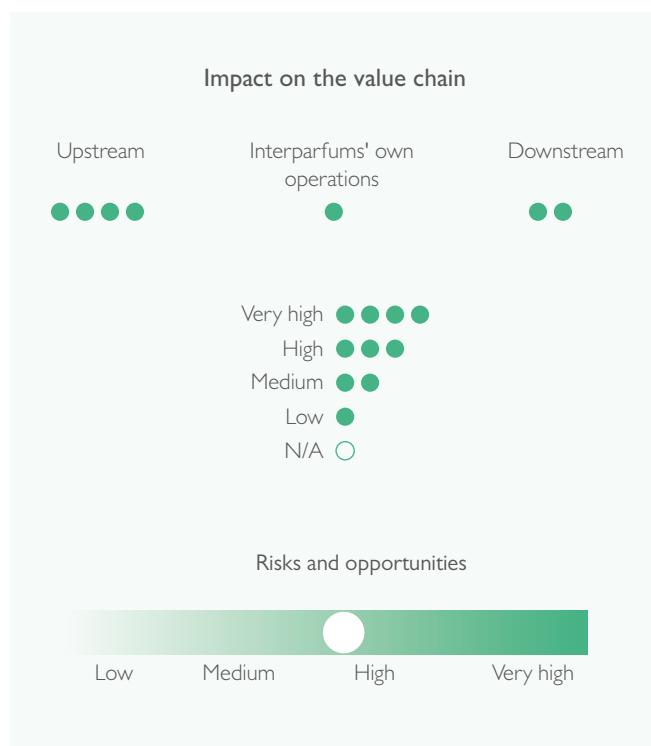
- climate change mitigation;
- consumption and management of water resources;
- protection of biodiversity and ecosystems;
- circular economy with regards to the choice of ingredients, techniques and materials, and measures for recycling and waste disposal.

18	Climate change
23	Water
24	Biodiversity
26	Circular economy



CLIMATE CHANGE

CLIMATE CHANGE MITIGATION



MEASURE THE CARBON FOOTPRINT OF OUR ACTIVITIES

Since 2021, a full scope 1, 2 and 3 carbon footprint has been calculated using the GHG protocol method and either emission factors available in databases, i.e. monetary ratios with a high degree of uncertainty, or data shared by suppliers. 2021 is therefore the reference year chosen by Interparfums for its carbon trajectory. At the end of 2023, Interparfums made a commitment to the SBTi (Science Based Target initiative) in order to be able, in a second phase, to have its carbon trajectory validated by this organisation. In addition, for the first time, the CDP Climate Change questionnaire was completed in 2023 and Interparfums' level of maturity was identified as taking coordinated action on climate issues with a B- rating, enabling us to set out areas for progress, particularly in terms of seeking opportunities and value chain commitment.

	2021	2022	2023	Change between 2021 (base year) and 2023
Carbon footprint (scopes 1, 2 and 3) - in teqCO_2	174,940	152,937	191,252	+9.32%

Interparfums' carbon intensity remains at the low end of its sector.

	2021	2022	2023	Change between 2021 (base year) and 2023
Carbon intensity -in kg of CO_2 per k€ of turnover	312	216	240	-23.1%



Interparfums aims to comply the most widely recognised standards for its climate trajectory. A first step is to align its reporting with the principles of the TCFD (Task Force on Climate-Related Financial Disclosures), as shown in the table on page 22.



Scopes 1 and 2

The Group has calculated its carbon footprint for scopes 1 and 2 since 2020. Scope 1 covers direct greenhouse gas emissions (warehouse gas consumption and fuel consumption by company vehicles), while Scope 2 covers indirect emissions associated with energy (electricity consumption). The sites included in the perimeter were the Criquebeuf warehouse and the Paris head offices. The Group also has 22 company cars, mainly for its sales teams.

in tons of CO ₂ equivalent	2021	2022	2023
Scope 1	226	205	194
Scope 2	29	30	27
Total	255	235	221

Levers for decarbonising Scopes 1 and 2

In 2022, the Group moved its head office to BREEAM and HQE-certified premises, which contribute to reduce energy consumption. In addition, the production renewable energies and the Paris heating network are improving this performance. Scope 1 and 2 emissions fell by 13% between 2021 (base year) and 2023, enabling the Group to meet its trajectory in this area. Additional insulation work was carried out on the top floor in August 2024, reducing energy consumption and improving employee well-being.

The new vehicles are fitted with petrol engines. Recharging stations have also been installed in the car park, in addition to spaces for bicycles.

TO REDUCE THE TRANSPORT OF FINISHED PRODUCTS, THE GROUP SET UP ITS MAIN WAREHOUSE IN A REGION LOCATED AT THE CROSSROADS OF ITS SUBCONTRACTORS. IN 2018, A WAREHOUSE IN SINGAPORE BECAME OPERATIONAL TO PROMOTE SHORT DISTRIBUTION CHANNELS IN THE ASIA-OCEANIA REGION.

Scope 3

Unsurprisingly, the largest emissions item is purchases of goods and services, given that Interparfums does not have its own production plant and subcontracts all of its manufacturing.

The variations observed between years can be explained by the inclusion of additional Scope 3 data from certain suppliers (who had not previously calculated it). On the other hand, inventories are higher in 2023 than in 2022 (+32%), notably due to the manufacture of Lacoste fragrances ahead of the start of sales in January 2024. On the other hand, there were more business trips in 2023 than in 2022. All these factors contribute to the increase in Scope 3 emissions.

Finally, the upward trend in the amount of royalties paid (translated into monetary ratios) also has an impact on the carbon footprint.

in tons of CO ₂ equivalent	2022	2023
Scope 3 Upstream	149,545	184,833
Products and services purchased	144,320	177,188
Fixed assets	3,839	3,965
Emissions from fuels and energy not included in Scope 1 or 2	48	45
Upstream freight transport and distribution	1,050	2,026
Waste generated	23	24
Business travel	265	585
Commuting to work	Negligible	Negligible
Upstream leasing assets	-	-
Other indirect upstream emissions	-	-
Scope 3 Downstream	3,157	7,198
Downstream freight transport and distribution	279	3,664
End of life of products sold	2,878	3,534
Downstream leasing assets	-	-
Total scope 3	152,702	191,031



Levers for decarbonising Scope 3

Purchases of goods

Once the carbon footprint had been measured, it was found that 17% of direct production-related purchases were made by suppliers committed to the SBTi initiative.

A particular focus is placed on the trajectories of the Group's 10 largest suppliers, who account for 46% of direct production purchases. It should be noted that 7 of them are responding to the CDP Climate Change questionnaire. 7 suppliers have also set targets for 2030 to significantly reduce their carbon emissions, in particular by using innovative processes and renewable energies.

In 2024, the Group will engage and continue the dialogue with less advanced suppliers to reduce carbon emissions and collectively make progress on this crucial issue.

The Group is convinced that by involving its suppliers in its approach, it will be able to deliver its carbon trajectory a low-carbon trajectory.

100% of the suppliers assessed by Ecovadis in 2023 claimed to be implementing energy-saving measures, and 58% of them were using one or more renewable energy sources. However, only 72% of suppliers are tracking their carbon footprint, and only 59% have carried out a study covering all scopes (1, 2 and 3). This data is improving, but there are still suppliers to be engaged on the subject, particularly packagers. 53% of the Group's direct purchases are covered by carbon data. In any case, 85% of purchases of goods and

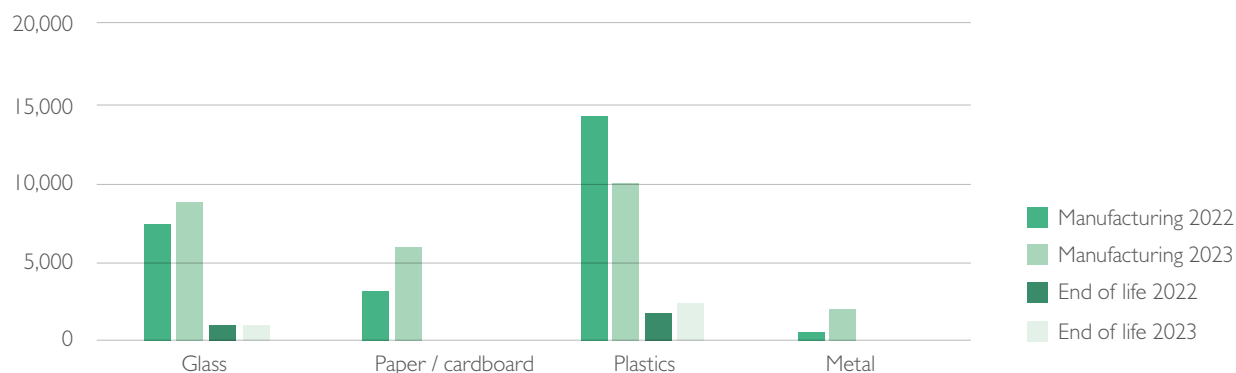
services for production are made from suppliers located in Europe. As the latter are either subject to CSRD regulations or are part of the value chain of customers affected by these regulations, they will initiate the process of measuring their carbon footprint. If they so wish, the Group will support them in terms of methodology so that they can make progress on these crucial issues.

Logistics

Actions undertaken in collaboration with the warehouse and goods dispatch manager as part of the improvement and optimisation of inter-plant transport and the logistics platform have contributed to a reduction in the number of lorry turnarounds.

As regarding the modes of transport to distributors, the Group uses road transport for shipments in France and Europe and sea transport for America, Asia and the Middle East. The Group makes very limited use of air transport, reserving it for unavoidable emergencies. Some promotional products manufactured in Asia are sent directly to American distributors without being imported and stored in France.

ORDER OF MAGNITUDE OF THE CARBON FOOTPRINT OF COMPONENTS (in tCO₂eq)



In addition to its head office, whose renovation has been awarded HQE Sustainable Building (High Quality for the Environment) excellent level, and BREEAM Excellent certification, Interparfums uses a warehouse that is also HQE-certified for its logistics and storage needs. This certification covers improved insulation, lighting using presence detectors, Ecolabel finishing materials, centralised technical management for energy control, rainwater recovery and efficient waste sorting.

The Group constantly monitors energy consumption indicators to identify opportunities for improving energy efficiency in lighting, heating and ventilation throughout the logistics site, such as modulating ventilation flow rates and programming weekend heating/ventilation slow-downs.

With this in mind, the warehouse lighting is automatically switched off when staff are outside on break, and the temperature in the warehouse is maintained at 11°C. This energy control also includes measures to manage the charging schedules of the electric forklift trucks during off-peak hours at night, requiring a low consumption of 280 kWh maximum instead of 600 kWh during the day. Monthly electricity consumption reports are drawn up and in the event of significant peaks in consumption, the Group analyses the causes of this over-consumption in order to remedy the situation where necessary. Finally, to help preserve the environment, it installed dedicated parking spaces for bicycles and electric terminals for cars on the logistics site.

in kWh	2021	2022	2023
Total energy consumption	1,845,715	1,753,729	1,696,084
Total fossil fuel energy consumption (and % of total consumption)	819,146 (44%)	680,917 (39%)	578,263 (34%)
Production and self-consumption of renewable energy with the photovoltaic panels installed	na ¹	na ¹	4,900

¹ Not available



.. CARBON SEQUESTRATION PROGRAMMES

At the end of 2022, Interparfums teamed up with Agoterra, a young French company with a mission to connect farmers committed to the ecological transition and companies wishing to contribute to the global goal of climate neutrality by 2050. An initial regenerative agriculture project has been selected, offering a large number of environmental co-benefits (improved water and air quality, increased biodiversity, improved soil fertility, etc.) and social benefits (local investment, additional income for farmers, a healthier diet, etc.).

The first farm supported is in the Loiret department, where the farmer grows sugar beet, durum wheat, grain maize and a mixture of grasses and pulses. Support for beet growing is consistent with Interparfums' use of beet alcohol in all its fragrances. The farmer, supported by Sysfarm, is also committed to a low-carbon approach, with the aim of reducing and sequestering carbon to the tune of 960 tCO₂eq over 5 years, with national certification through the Low Carbon Label. This project is being closely monitored by Interparfums, as a pilot for its climate strategy. Sysfarm's first visit showed that the sequestration balance for 2023 was slightly better than expected, due to the significant benefits in terms of carbon storage, thanks to the use of plant cover crops.

**BY 2030,
ALL COMPANIES MUST REDUCE
TO REDUCE THEIR GREENHOUSE GAS
EMISSIONS BY 40%.**

URGENT ACTION IS NEEDED.

**THIS REQUIRES A STRATEGY
OF REDUCTION, AVOIDANCE
AND CARBON SEQUESTRATION
TO RAPIDLY CHANGE COURSE.**

REPORTING IN ACCORDANCE WITH THE PRINCIPLES OF THE TCFD (TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES)

Topics	TCFD recommendations	2023 actions	Areas of work for 2024
Governance			
Describe the organisation's governance of climate-related risks and opportunities.	<p>a) Describe the Board's oversight of climate-related risks and opportunities</p> <p>b) Describe the role of management in assessing and managing climate-related risks and opportunities.</p>	<p>The CSR Department keeps the Board of Directors regularly informed of the risks and opportunities relating to climate change and biodiversity. They were given a presentation on the consequences of the introduction of the CSRD (Corporate Sustainability Reporting Directive) on these issues, with a focus on double materiality. A CSR expert has been identified to join the Board and lead a CSR committee. The Executive Committee has been informed of the steps taken to formalise the CSR strategy. They were given a presentation on Group progress on climate issues.</p>	<p>Creation of a CSR committee within the Board of Directors. Definition of the climate trajectory before validation by SBTi. Keep the Executive Committee regularly informed of risks and opportunities relating to climate and biodiversity.</p> <p>Strengthen the Executive Committee's expertise in key climate and biodiversity issues.</p>
Strategy			
Describe the existing and potential impacts of climate-related risks and opportunities on the organisation's activities, strategy and financial planning, insofar as the information is relevant.	<p>a) Describe the climate-related risks and opportunities that the organisation has identified for the short, medium and long term.</p> <p>b) Describe the impacts of climate-related risks and opportunities on the organisation's activities, strategy and financial planning.</p> <p>c) Describe the resilience of the organisation's strategy, taking into account different climate scenarios, including a scenario of 2°C or less.</p>	<p>Interparfums has identified a low level of vulnerability to the risks associated with climate change and responded to the CDP Climate questionnaire in 2023 with a B-rating.</p> <p>Interparfums is committed to the Science Based Target initiative (SBTi).</p>	<p>Interparfums will continue work on climate-related risks and opportunities and will share them by responding to the CDP questionnaire in 2024 and submitting its climate trajectory to the SBTi.</p>
Risk management			
Describe how the organisation identifies, assesses and manages climate-related risks.	<p>a) Describe the organisation's processes for identifying and assessing climate-related risks.</p> <p>b) Describe the organisation's processes for managing climate-related risks.</p> <p>c) Describe how the processes for identifying, assessing and managing climate-related risks are integrated into the organisation's risk management system.</p>	<p>Interparfums has identified a low level of vulnerability to the risks associated with climate change. Interparfums has interviewed the perfumers with whom the Group works to discuss the risks and opportunities relating to climate and biodiversity that concern them jointly.</p>	<p>Interparfums will continue to engage its suppliers who are furthest behind on these issues, in particular packagers and a few major suppliers.</p>
Indicators and targets			
Describe the indicators and targets used to assess and manage climate-related risks and opportunities, insofar as the information is relevant.	<p>a) Describe the indicators used by the organisation to assess climate-related risks and opportunities, in relation to its strategy and risk management process.</p> <p>b) Publish greenhouse gas (GHG) emissions for Scope 1, Scope 2 and, where relevant, Scope 3, and the corresponding risks.</p> <p>c) Describe the objectives used by the organisation to manage climate-related risks and opportunities, and its performance in relation to these objectives.</p>	<p>Interparfums publishes its full carbon footprint since the 2021 financial year.</p>	<p>Following on from the measurement exercise carried out, Interparfums will be working on its objectives in terms of carbon trajectory and aligning them with the SBTi benchmark.</p>

WATER: AN ISSUE CLOSELY MONITORED BY INTERPARFUMS

Given Interparfums' business model, water is only a key topic for some of its partners. Water consumption for the company's direct operations is for sanitary use in the offices and warehouse and cleaning use in the warehouse.

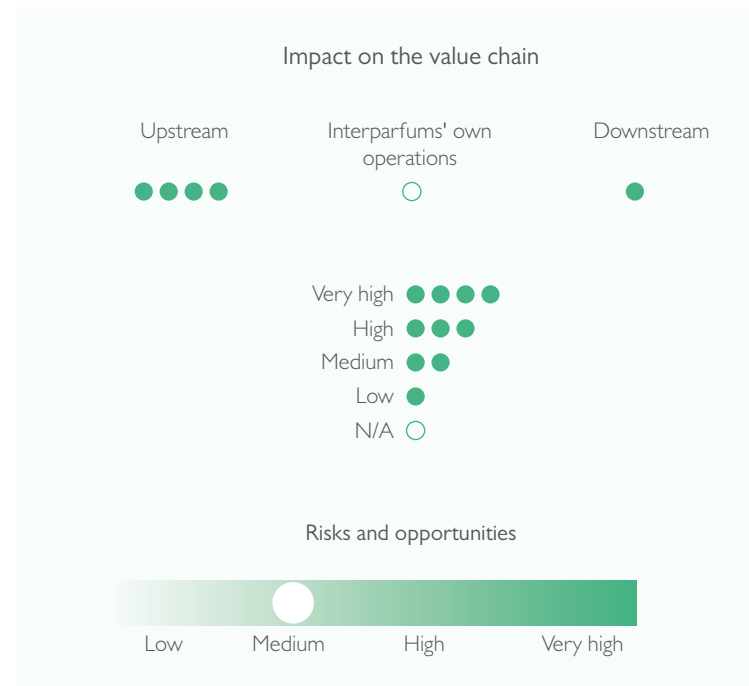
In terms of direct operations, in 2021 and 2022, two water leaks were responsible for the over-consumption of water resources at the warehouse. The problems have been resolved, and consumption is expected to return to a reasonable level in 2023.

Upstream, water is a material issue for some of Interparfums' partners. These include sugar cooperatives and perfume manufacturers upstream of the value chain. A few rinsed products are distributed in certain boxes (shower gels), but in small numbers and therefore with no major impact on the downstream value chain.

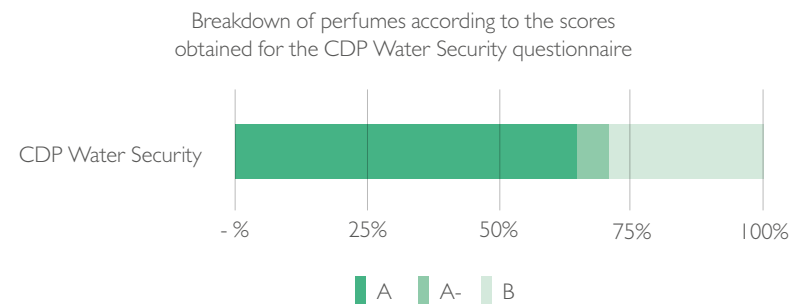
In 2023, the Group responded to the CDP Water Security questionnaire and obtained a grade of C-, reflecting Interparfums' level of awareness of the issue.

All the perfumers with whom Interparfums works completed the CDP Water Security questionnaire. They all have a risk assessment approach to managing and anticipating the water stress zones in which they operate. Their action plan is based as much on varietal selection of the plants they grow or have grown as on adapted farming practices, particularly in terms of irrigation.

Sugar cooperatives make the alcohol used in our perfumes, mainly from sugar beet. They have long incorporated resource conservation into their CSR strategies. Best practices have been introduced, such as water recycling. Industrial sites supply nearby farmers with water from sugar mill ponds to irrigate their fields. This activity, known as fertigation, also has the added benefit of adding mineral elements to the soil. Another cooperative reuses 100% of the water contained in the beet it processes. This technique enables to avoid withdrawing 5 million m³ of water a year. Agricultural practices are evolving in parallel and the cooperatives' member farmers are following the SAI Platform (Sustainable Agriculture Initiative) guidelines. Over 75% of the beet grown by these cooperatives is certified gold or silver SAI worldwide. Cooperative farmers are supported in their efforts to improve their farming practices, particularly with regard to water management.



in m ³	2021	2022	2023
Water consumption (warehouse)	2,495	3,949	1,301



BIODIVERSITY AND ECOSYSTEMS

Perfumes are designed with the help of proposals developed by our perfume partners, whose shared objectives are to reduce the pressure on endangered natural resources, using biotechnology and upcycling.

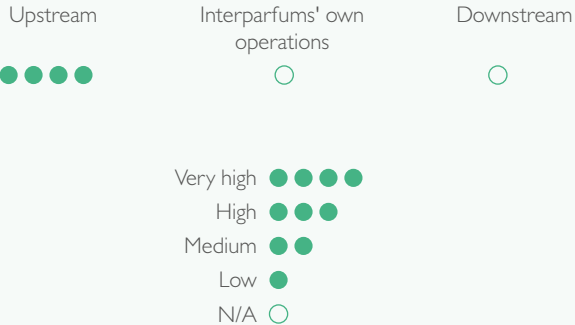
BIODIVERSITY RISK ANALYSIS

The Group's head office is located in the centre of Paris, in a protected area of the 7th arrondissement, which takes into account the ambitions of the Paris Climate and Energy Plan and the promotion of a heritage policy that integrates 19th and 20th century architecture, developing a historical and ecological culture of city gardens, while refining existing protections. To this end, the Group has installed beehives and nesting boxes in addition to vegetation adapted to pollinators.

The Group ensures that none of its packaging sites is located in a protected area in terms of biodiversity (either in France or in Italy). None of our partners is located in a Natura 2000 area or managed by an association affiliated to the Fédération des Conservatoires des Espaces Naturels. This mapping was based on the precise addresses of the sites in question.



Impact on the value chain



Risks and opportunities





Rochas Girl Life, launched in spring 2023, features **blackcurrant buds** from a blackcurrant bud supply platform in France. The partnership between the perfume manufacturer and La Coopérative des Coteaux Bourguignons forms a virtuous circle of sustainable development practices, leading to improved yields and remuneration for farmers. The bud is also the first natural ingredient to use blockchain to ensure traceability from field to bottle, from 2019.

Present in the following fragrances in particular: *Sunrise pour Homme* by Moncler, *Black Meisterstück* by Montblanc, *Coach Dreams Moonlight* by Coach and *L.12.12 White* by Lacoste, **patchouli** is intimately linked to Indonesia. **Growing patchouli is tricky because of autotoxicity, i.e. the plant releases organic substances that harm and inhibit its own growth.**

This phenomenon of autotoxicity is one of the factors behind the migration of patchouli cultivation from island to island, which has been observed for several years in Indonesia, as soils become unsuitable for growing patchouli. In Indonesia, production sites have gradually



Jasmine extract is made using a green solvent without the use of petrochemicals.

Rose extract is upcycled from the water released after distillation of the flower, which still contains aromatic molecules.



moved from the island of Nias to Sumatra, then Java, and now Sulawesi.

Taking the ecosystem into account is therefore at the heart of the perfumers' strategy to guarantee a sustainable supply of patchouli. Further information on social responsibility can be found on page 41.



CIRCULAR ECONOMY

At every stage of the purchasing process, Interparfums looks at the exact requirements and the need to reduce unnecessary costs and wasted resources to:

- reduce waste at the product's manufacturing, consumption and end-of-life stages;
- recycle imperfect products, particularly at the manufacturing stage;
- repair to extend the life of the material or product, particularly pallets;
- and, above all, roll out the eco-design charter.



Interparfums
joined the Circul'R
coalition in 2024
to experiment with the reuse
of perfume bottles.

..... PACKAGING THAT TAKES ENVIRONMENTAL AND SOCIAL ISSUES INTO ACCOUNT

Policy

The Group has no industrial activity and entrusts the manufacturing process to partners, each offering the best expertise and commitment in their respective fields: fragrance, glassmaking, packaging. The Group asks them about their CSR strategies, in addition to the Ecovadis assessment, and works with them to incorporate the environmental issues identified at each stage, in particular the choice of materials used in components, waste treatment and reducing the carbon footprint.

An optimised eco-design charter was formalised in 2022 and shared both internally and externally to ensure that the possible options in this area are clear to all stakeholders. The aim of this charter is to highlight the Group's best practices for optimising the eco-design of the products it develops. The objectives by product category are presented: glass, decoration, covers, wedges, cases. Promotional products are not forgotten either with boxes, tubes and point-of-sale advertising. This is a global approach that also enables the Group to comply with the regulatory obligations of the French AGEC law (Anti-waste law for a circular economy).



Roll out of the
Interparfums
eco-design charter
to all its industrial
partners

Impact on the value chain



Risks and opportunities



.....IMPROVE THE ENVIRONMENTAL IMPACT OF PRODUCTS

Action to prevent environmental risks and pollution begins with the choice of techniques and materials, which must be optimised.

To reconcile the quality and aesthetic appeal of its products with environmental imperatives, **the Group is committed to reducing the volume of packaging and selecting appropriate materials at every stage of product development**, to ensure that they can be recycled or disposed of under optimum conditions.



To reduce the impact of its activities, **some of the bottles produced by the Group are coloured by applying a water-soluble solution, making it possible to obtain a partly biodegradable colour with no harmful impact on the natural environment.** For the rest of its product

ranges, the Group is pursuing its objective of gradually phasing out the use of "solvent-based" lacquers, with a view to using "water-based" lacquers to reduce emissions of Volatile Organic Compounds into the air. Furthermore, some glass subcontractors have electro-filters to reduce dust and smoke emissions, as well as wastewater recycling systems.

The Group has also phased out the use of thermosets in its bath/shower lines in favour of recyclable plastics. Carbon black is being phased out of plastic tubes because it cannot be recycled. Recyclable glass bottles are manufactured using a system that recovers, crushes and remelts the waste (see adjacent photo, on the right). The introduction of waste management indicators in 2013 has helped the Group improve its monitoring of waste rates for its glass bottle decorators. Its primary objective is to adopt a continuous improvement approach and reduce its waste rates over time. The second objective is to reprocess this waste and reintroduce the bottles into the production circuit.

The Group has also put in place measures to recover subcontractor waste resulting from excess production or from components on discontinued products. **The recovered components are then recycled before being destroyed.** Finished products are also donated to charities.



Results to end December 2023	
Percentage of launches (in number) for 2024-2025 incorporating PCR glass	74%
Percentage of launches (in number) for 2024-2025 incorporating certified FSC cardboard	89% (and 11% pending definition)

Coachtopia, Coach's new brand, asked the Interparfums teams to design a fragrance that incorporates the principles of the circular economy as far as possible, in order to be consistent with its positioning. This exciting project brings together perfumers, designers and glassmakers, with a launch scheduled for 2026.

PROMOTIONAL PRODUCTS INTEGRATED INTO THE CSR INITIATIVE

In-depth work has been carried out on promotional products, which represent a significant volume of units: over 4.7 million gift sets and almost 3.2 million gifts with purchases. The aim was to challenge each of the components in these segments throughout their lifecycle. It turns out that all the components are produced and assembled in France, Spain and Italy. 46% of our GWPs¹ are labelled Made in France (candles, kits, etc.).

Initial results: the packaging for our boxes and cases has long been made from FSC-certified cardboard and paper. The transport crates have also been FSC-certified since 2022.

Promotional products are not forgotten either with boxes, tubes and point-of-sale advertising. This is a global approach that will enable the Group to comply with the regulatory obligations of the French AGECL law (anti-waste law for a circular economy), which will have an effect on production.

The design of the boxes also takes environmental concerns into account, with a choice of two formats, each with 3 bowl heights to match the volume of fragrance. In addition, because of new specifications from certain distributors, the boxes will be subject to further developments. The new configuration will enable us to reduce our use of polystyrene by more than 200 tons and our use of 100% recycled APET plastic by 40 tons. The wedges in the boxes must be sturdy for transport and resistant when stored in damp or hot conditions. Proposals for recyclable APET wedges have been made for certain Rochas lines and cardboard wedges are now used in the majority of our boxes.

With regard to the plastic tubes used for the brands' scented bath/shower products, a study has been carried out based on the components: skirt, head and cap, to reduce the quantity of plastic used and ensure that they are eligible for recycling. The replacement of virgin plastic in the boxes has begun, with the essential steps of testing compatibility with the formulas. By 2023, 60% of tubes will be made from PCR PE, saving 16 tons of virgin PE plastic. Lastly, more than 50% of tubes are recyclable, and more than 2 million of them contain no or no more carbon black (making them difficult, if not impossible, to recycle).

Another action aimed at reducing the consumption of unnecessary packaging is to discourage its use (particularly polybags) and replace it. By 2024, 623,000 polybags will have been optimised, saving 148,000 500ml plastic bottles and 10.6 tonnes of CO₂. When the use of recycled kraft strips is not possible, biodegradable polybags will be used.

This drive to improve our product offering continues without compromising on quality and is based on proposals from suppliers.

Gifts with purchases are a major driver of consumer decisions. The CSR initiative extends to their selection. Our five suppliers of gifts with purchases are already assessed by Ecovadis, and their average score is 77.6/100 (4 are Platinum and 1 Gold according to the 2022 ranking), which is well above the average score for their sector (which is either 39 or 47, depending on the company).



In 2024,
except for fragile items,
**promotional products
will be wrapped in
Kraft paper** and no
longer packaged
in plastic.

WASTE

Action to prevent environmental risks and pollution begins with the choice of techniques and materials, which must be optimised.

OWN OPERATIONS

The Group closely monitors its waste production at warehouse level in France. In 2023, 27 tons of waste were recycled through various channels (plastic, pallets, paper and cardboard). In addition, 3 tons of non-hazardous waste were incinerated with heat recovery. A new process has been set up to recover 29 palboxes of glassine labels. No hazardous waste was disposed of in 2023.



tons	2021	2022	2023
Quantity of waste produced	38.00	42.30	30.00
Percentage of waste recycled	78%	83%	90%
Quantity of hazardous waste	8.80	10.00	0.00



IN-STORE ADVERTISING

Although our production of plastic displays is nothing like that of a make-up manufacturer, we are participating in the Selective Perfumery working group run by the Institut du Commerce, which aims to mobilise brands and distributors around the issue of collecting and recycling in-store displays in France. This collective approach also brings together in-store advertising manufacturers already committed to eco-design and dismantling possibilities.

Whenever possible, Interparfums plans to reduce the weight of in-store advertising, particularly on in-store tester displays. In addition, in-depth work is being carried out to identify the origin of the materials used by our partners, with priority given to European sourcing. Interparfums' commitments in terms of in-store advertising design are presented below:

Lifecycle stage	Theme	2023 achievements	2024 objectives
Production	Material separability	77% of in-store displays are designed so that materials can be separated at the end of their life	80% of in-store displays will be designed so that materials can be separated at the end of their life
	Mechanical assembly	74% of in-store displays are assembled mechanically (reducing the use of adhesives, screws and magnets)	80% of in-store displays will be assembled mechanically
Logistics	Flat pack delivery	75% of in-store displays are delivered in flat packs	80% of in-store displays will be delivered in flat packs
	Packaging	Removal of 100% plastic packaging (if plastic packaging remains, it will be made of recycled and recyclable plastic to protect certain materials during transport).	
	Transport	97% of in-store display deliveries to the storage warehouse (Criquebeuf) are by boat, train or lorry	

CIRCULAR ECONOMY HELPING CONSUMERS RECYCLE PACKAGING

Cardboard packaging for perfumes sold by Interparfums can be recycled if the correct procedure is followed. The optimised eco-design charter recommends using traditional glass (i.e. soda-lime glass), which is recyclable, and avoiding technical glass (i.e. boro-silicate glass), which is not.

Since January 2022, French regulations have made it compulsory to display the Triman logo with instructions on how to recycle waste. This has been done for all products sold by Interparfums. Interparfums has set up a web page (myproducts.interparfums.fr) which allows consumers to browse by product and adapt their recycling according to the type of packaging. This site is currently available in French and Italian for reasons of legislation in these two countries. It will be translated into English to inform as many consumers as possible.

Some retailers have launched individual initiatives to collect packaging for cosmetics and perfumes, rewarding consumers who return them. These channels are monitored and traceable by the brands. The Group encourages such virtuous initiatives.



THE ENVIRONMENT IN THE VALUE CHAIN

POLICY

As part of its responsible purchasing policy, all of Interparfums' direct suppliers are subject to a CSR assessment using the Ecovadis platform.

In addition, depending on the risk analysis carried out for direct suppliers, their performance against other standards is also monitored. 100% of the perfumers Interparfums works with complete the CDP Climate Change questionnaire. Their grades are above B, which is a reassuring performance for Interparfums. This means that they are dealing with climate change and biodiversity at the right level. Ratings of this level reflect a mature analysis of climate risks and opportunities.

The Forests questionnaire is also important for Interparfums, which is a company that pays close attention to the management of natural areas and considers it essential not to introduce raw materials responsible for deforestation in any country.



RESULTS OF ECOVADIS ASSESSMENTS

Environment
score
71.5 / 100

Number of
suppliers assessed
110

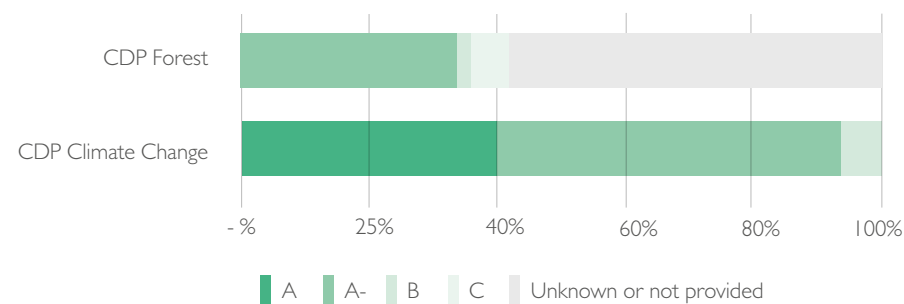
Percentage
of suppliers
assessed by
Ecovadis,
certified
ISO 14001

41%

Increase in average Environment score

97% of suppliers were
reassessed over the period **+2.9 points**

Breakdown of perfumes according to the scores
obtained by perfumers in the CDP questionnaires





SOCIAL

The strength of Interparfum's organisational model lies in the small size of its teams and the even distribution of ages and levels of responsibility, enabling it to benefit from a wide range of experience and an extremely flexible organisation. Employees are its main driver of value creation, and their fulfilment at work and their motivation are essential levers for its development.

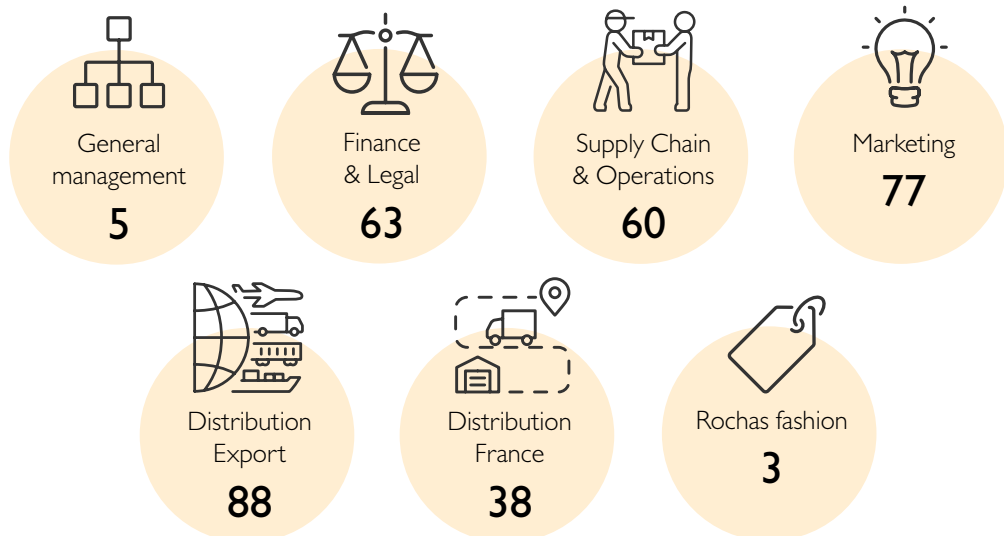
- 33 Workforce
- 34 Working conditions
- 37 Involve employees in high-impact philanthropic initiatives
- 38 Equal treatment and equal opportunities for all
- 41 Employees in the value chain



INTERPARFUMS WORKFORCE

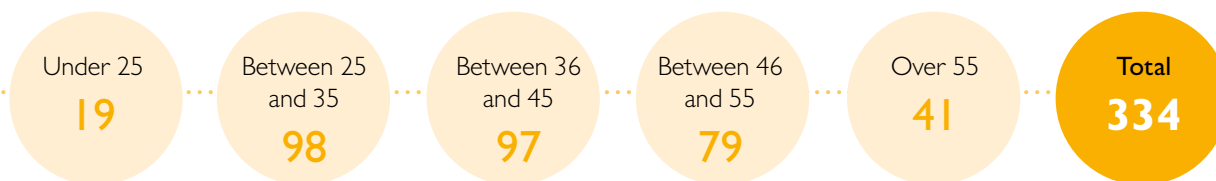
WORKFORCE BY BUSINESS LINE

At 12/31/2023



WORKFORCE BY AGE

At 12/31/2023



Average employee age: 41

Average employee length of service: 7.55 years

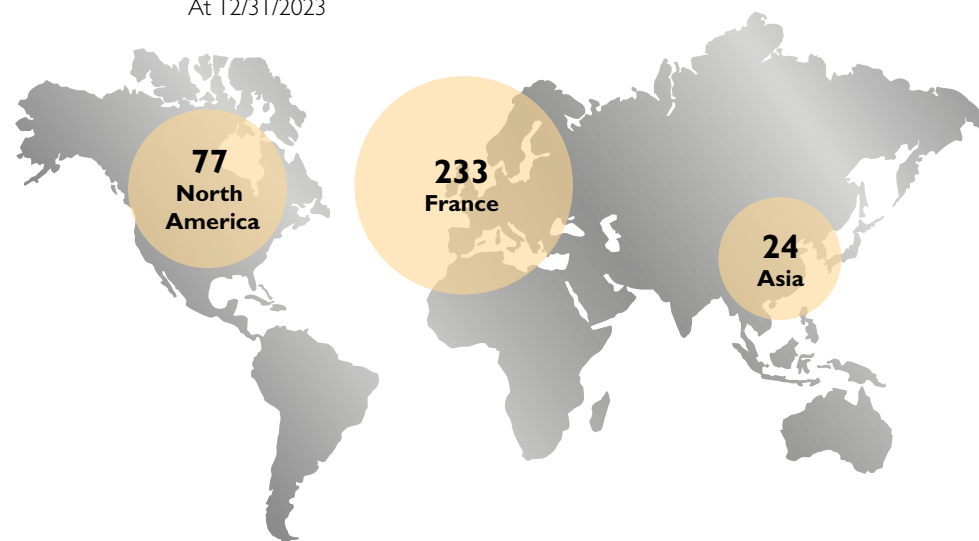
Turnover rate: 22% (on a par with the sector)²

Absenteeism rate: 2.29%

Absenteeism rate excluding maternity and paternity leave: 1.80%

EMPLOYEES BY GEOGRAPHICAL AREA¹

At 12/31/2023



¹ All the Group's employees work in countries that respect the International Labour Conventions (ILO).

² A large number of senior citizens left the company in 2023 for professional retraining or new career paths initiated during the Covid crisis. The Group has also launched new projects and taken on new staff.

WORKING CONDITIONS: A CARING EMPLOYER COMMITTED TO EVERYONE'S SUCCESS

KEY CHALLENGES

- Developing a sense of belonging;
- Respect for social dialogue;
- Quality of working conditions;
- Concern for the health and safety of everyone;
- Work-life balance.

POLICY

All these challenges were formalised in 2022 in the "Responsible Employer" charter, which was brought to the attention of all employees and is available on the www.interparfums-finance.fr website. The purpose of this document is to set out a framework within which everyone can operate. Attentive and committed to the success of every employee, Interparfums takes action on a daily basis, right from the recruitment process and throughout the life of the employment contract, by striving to:

- preserve everyone's quality of life at work;
- give all employees the best possible chance of success.

Interparfums is committed to living its values on a daily basis: respect and benevolence, creativity, trust, commitment and loyalty.

EMPLOYEE SUPPORT

In 2023, an employee engagement survey was conducted in France. The participation rate was 81.9% and the recommendation rate was 80.4%, which is very satisfactory. An action plan has been launched to meet employee expectations. Smart fridges have been installed to give them access to healthy, seasonal and cost-effective food. Internal communication has also been improved with the regular publication of newsletters. The survey is due to be repeated at the beginning of 2025 on a Group-wide basis, with the aim of obtaining a label.



Impact on the value chain

Upstream Interparfums' own operations Downstream

Very high ●●●●●
High ●●●●
Medium ●●●
Low ●
N/A ○

Risks and opportunities

Low Medium High Very high

WORKING CONDITIONS

JOB SECURITY, WORKING HOURS, WAGES

Interparfums has put in place pay rules as well as job classification and performance evaluation systems applied to all employees, which help guarantee fairness and equality between men and women. Interparfums' policy is to pay all its employees a salary that ensures them and their families a better standard of living than the national average in the country in which they work. In this context, the pay of Interparfums employees includes a fixed and a variable component, as well as exceptional bonuses paid on the basis of the Group's results.

Health insurance

In France, Interparfums pays 100% of the cost of the "base" health insurance scheme for all employees (permanent, fixed-term, apprenticeship or professional training contracts). It applies to each employee as soon as he or she joins the workforce, with no waiting period. A "supplementary" health insurance plan is also offered to all employees, with no waiting period, as soon as they join the workforce. As the claims/contributions ratio has been positive for several years (due to compliance with the obligations of the responsible contract described in the Social Security Financing Act and the specifications established in 2019 with the 100% health reform, among others), certain consumption items have been significantly improved in 2023 in favour of employees. In Singapore and the United States, specific healthcare arrangements have been put in place. We therefore offer all employees a contribution to their healthcare costs.

Profit sharing

In accordance with French law, a profit-sharing agreement was signed in 2001. For 2023, as in previous years, a significant gross amount of €3.9 million was redistributed to employees at the beginning of 2024, an increase of 6% compared with 2022.

Company Savings Plan and Collective Retirement Savings Plan

The Group offers all its employees working in France (after 3 months' with the company) a Company Savings Plan to encourage employee savings by offering several types of funds to suit individual projects. Since 2017, Interparfums has upgraded its scheme by offering an "Interparfums Shareholder" fund, enabling them to benefit from changes in the value of the Interparfums share within an advantageous tax framework. These payments into the "Interparfums Shareholder" fund are accompanied by a substantial matching contribution from the company. In addition, a Collective Retirement Savings Plan enables all employees to prepare for their retirement and to benefit from a substantial company contribution. Employees also have the option of transferring part of their unused leave to the Collective Retirement Savings Plan each year. Management employees benefit from a supplementary pension contract with defined contributions and compulsory membership. This individual contract is funded by monthly employee and employer contributions, which are freely allocated. The Group has chosen to help its employees build up this pension, which complements their retirement, by paying a significant proportion of the contributions. As part of the development of its pay policy, this scheme has been extended to all employees

(managers and non-managers) since 1 January 2024, with the addition of an employer's contribution on salary band A for all employees in addition to the band B and C contributions already defined. Special pension arrangements are available for employees in Singapore and the United States.

Employee share ownership/ free shares

In addition, and in order to develop employee share ownership, the Group in December 2018 and then in March 2022, the group set up two plans for the allocation of performance shares intended for all employees.

Workforce by type of contract	2021	2022	2023
Permanent staff	287	307	323
Non-permanent staff	11	10	11
Creation of permanent jobs	5	18	22

Salary level	2021	2022	2023
Percentage of employees paid above the living wage in the countries where they work	100%	100%	100%
Average employee pay (excluding corporate officers)	€86,007	€81,126	€85,273
Median employee pay (excluding corporate officers)	€60,500	€60,190	€61,071
Average national salary (France, United States, Singapore) according to https://livingwage.mit.edu/ , https://ec.europa.eu/eurostat/databrowser/view/earn_mw_cur/default/table?lang=fr , https://whatsenough.sg/liv	nd	nd	€31,945

WORK CONDITIONS

SOCIAL DIALOGUE

For employees working in France, elections for staff representative organisations are held every four years, as required by law. The Social and Economic Committee (CSE) was renewed in June 2023. It is made up of 4 managerial staff, including a harassment officer. The CSE meets once a month to be informed and consulted on strategic and organisational issues that have an impact on the employees.

Following the return of the CSE in June 2023, the "Health and Safety at Work" committee was re-established as a continuation of the previous Hygiene, Safety and Work Conditions Committee. The committee is made up of two non-managerial staff and usually meets once a quarter. An employee designated as responsible for health, safety and working conditions has been appointed internally. A number of workplace first aiders are trained every two years, and health advisers have also been appointed since the Covid pandemic started in 2020. The size of the structures in Singapore and the United States means that informal social dialogue between management and staff is encouraged, given the absence of regulatory requirements in these countries.

HEALTH AND SAFETY

In 2023, four work-related accidents were recorded, one of which resulted in sick leave. No occupational illnesses have been reported. As Interparfums has no production site, the risk of work-related accidents is not significant.

In addition, the Group's activities do not do not create safety hazards.

Our employees, who work mainly in the offices at our Paris head office, enjoy excellent working conditions. In 2022, the premises were transferred to a single site on rue de Solferino, in a building renovated to the latest standards in terms of user comfort. Smart systems mean everyone can manage their own lighting and ventilation. The site is easily accessible by public transport, and its car park has bicycle spaces and two vehicle charging points.

In addition, the Group is particularly sensitive to the issue of good posture at work and the prevention of musculo-skeletal risks. Mobile employees are provided with good quality company cars and all have IT equipment tailored to their needs. Interparfums has also implemented a number of measures to maintain good working conditions for its employees, its service providers and, in particular, those working permanently in its logistics warehouse. These include: a warehouse heated to 11°C with the provision of suitable clothing, individual changing rooms and showers, premises with natural light, a dedicated and well-maintained lunch area, etc. Following the mapping of workstations designed to measure difficult working conditions, no workstations have been identified as difficult.

In addition, as part of the drive to prevent psychosocial risks, a counselling and psychological support service is available to employees via a dedicated toll-free

number, in partnership with the Institut d'Accompagnement Permanent Psychologique et de Ressources (IAPR).

	2021	2022	2023
Percentage of employees covered by a collective agreement in accordance with regulations	72%	72%	70%
Percentage of employees covered by formal social dialogue or an independent trade union	72%	72%	70%
Percentage of employees covered by social dialogue (formal or informal)	100%	100%	100%

France scope (2021 and 2022) and Group scope for 2023	2021	2022	2023
Number of lost-time accidents	0	1	1
Number of lost-time accidents while commuting	2	0	0
Frequency index (number of work accidents with lost time per million hours worked)	5.26	2.48	1.87
Severity rate (number of days of accident-related absence per thousand hours worked)	00.4	0.03	0.01
Number of occupational illnesses (with and without lost time)	0	0	0

INVOLVE EMPLOYEES IN HIGH-IMPACT PHILANTHROPIC INITIATIVES

The Group is also developing initiatives aimed at civil society in the following areas:

- development of the local economy;
- relations with educational organisations;
- funding for community projects.



In 2024, Interparfums decided to support the Société des Amis des Musées d'Orsay et de l'Orangerie. These museums are ideally located next to the Group's head office, and their programmes should enable employees to broaden their knowledge, arouse their curiosity and even discover new sources of inspiration as part of a cultural breather. Thanks to this partnership, they can discover the exhibitions and rich permanent collections of these two museums free of charge.

Still on a cultural level, Interparfums wanted to participate in the Cercle Montherlant-Académie des Beaux-Arts prize, which is awarded each year to a French-language work of art. In 2023, it was awarded to "Pierre Chareau" by Marc Bédarida and Francis Lamond, published by Norma. Pierre Chareau was one of the first modern interior designers to use glass and steel. One of his major works is the Maison de Verre in Paris's 7th arrondissement.

LONG-TERM SUPPORT FOR CHARITIES AND INITIATIVES

The Group supports charities and organisations working in the fields of solidarity, children, fighting against exclusion, healthcare and more by providing financial aid to help them carry out their projects.

€778,000

Total expenditure
allocated to
patronage
in 2023

1%
of sales

of Rochas Girl is donated
to the international collective
1% For The Planet
which helps various charities
protect the environment.

Since 2018, through the Givaudan Foundation, Interparfums has helped install 10 school infrastructures in Sulawesi, the Indonesian island where the patchouli specific to Montblanc Explorer Eau de Parfum comes from. By 2023, more than 1,200 children and 110 school teachers had benefited from this initiative. In 2024, Interparfums renewed its partnership with the Givaudan Foundation for the seventh consecutive year.

In 2023, support was once again given to the CEW to finance volunteer beauticians caring for women suffering from cancer, and to EliseCare, which helps civilian populations affected by war.

In addition, as part of its commitment to sharing its experience and training future generations, the Group regularly participates in training, notably by giving presentations on marketing and finance at various prestigious schools (business schools, SciencesPo, École Supérieure de Parfumerie, etc.). Interparfums also regularly welcomes interns to the Group as well as work-study contracts. Since 2022, Rochas has joined the Institut Français de la Mode Foundation to help it with its policy of social inclusion by financing the social scholarship fund that has been set up.





- EQUAL TREATMENT AND EQUAL OPPORTUNITIES FOR ALL: ATTRACT, SUPPORT AND DEVELOP TALENTED PEOPLE

•• KEY CHALLENGES

- Maintaining a high level of expertise;
- Equal opportunities;
- Professional equality.

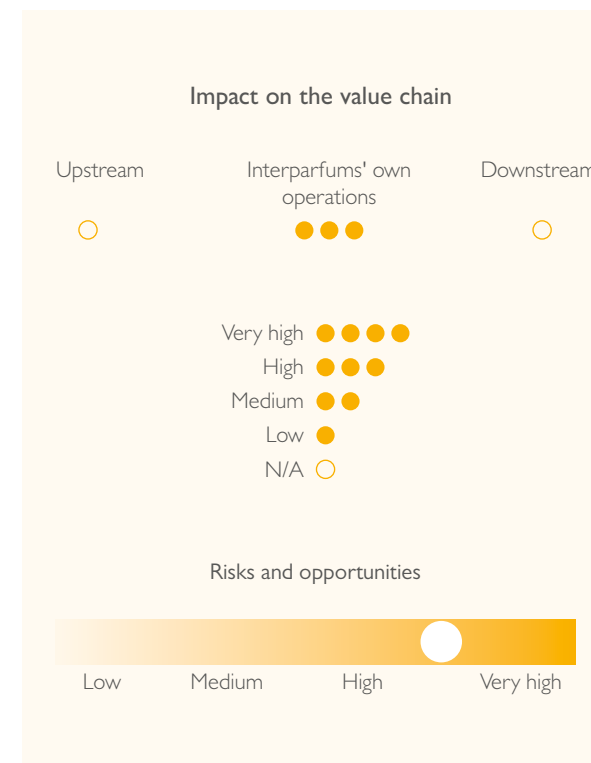
•• POLICY

With a management style that is very family-oriented and close to employees, everyone is free to share their ideas while respecting the company's values. Management attaches the utmost importance to ensuring that everyone understands and supports the Group's strategy. The flexibility of the organisation, which is essentially made up of small teams, means that it can constantly adapt to any changes or developments in the external environment.

Sharing the "Interparfums spirit" also means that all employees adhere to and are aware of the Group's ethical values, as well as ensuring that employees feel fulfilled at work and respect good working conditions.

This ethical commitment has been formalised in a "Business Ethics Charter", to which everyone adheres and which particularly focuses on health, safety, discipline, risk prevention, harassment, respect for individual freedoms, sensitive transactions, fraud and business confidentiality.

Since 2017, a charter on the right to disconnect has also been in place, and every employee has signed up to it.



..... EQUAL TREATMENT AND SKILLS DEVELOPMENT

The Human Resources Department is particularly vigilant in each of its recruitments. Only the skills, experience, qualifications and personality of candidates are taken into account when selecting new recruits. Diversity of profiles, cultures, ages and genders is a source of strength for our teams, the company's greatest asset.

Since 2019, Interparfums has organised an annual disability awareness campaign. In 2023, during the European Week for the Employment of Disabled People, from 20 to 26 November 2023, Interparfums was honoured to welcome Théo Curin, a celebrated para-athlete, to its premises. He gave an inspiring talk on the theme of "Turning difference into strength". Interparfums has decided to continue its commitment to Théo Curin by taking part in his next challenge, a sporting and solidarity adventure in Cape Town (South Africa), in the company of presenter Ismaël Khelifa.

Thanks to these awareness-raising campaigns and local support from the Human Resources teams, three employees have been recognised as disabled workers via the RQTH (Recognition as a Worker with a Disability).

The Group also contributes indirectly to the employment of people with disabilities and fights exclusion and discrimination. In particular, it has chosen to work with a disability-friendly company for the packaging of its perfume boxes. In 2023, the total cost of these outsourced services was €1,074,511.



84/100

PROFESSIONAL
EQUALITY INDEX
(FRANCE)



74%



26%

2023

M/F PARITY
FOR THE WORKFORCE
GLOBAL

61%

39%

M/F PARITY
FOR
MANAGEMENT

27%

73%

M/F PARITY
FOR
THE EXECUTIVE
COMMITTEE

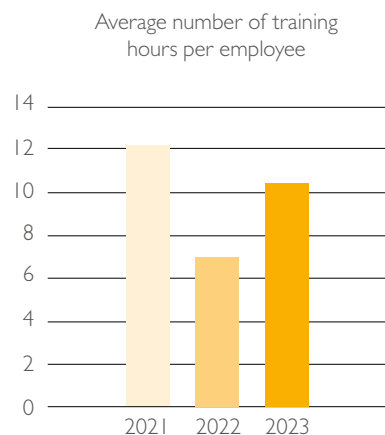
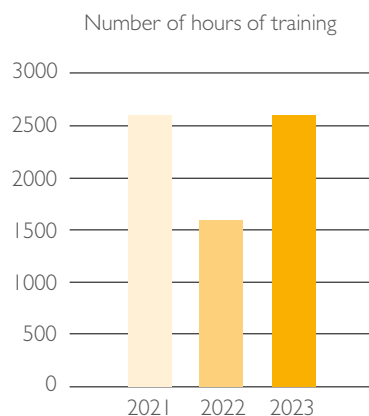
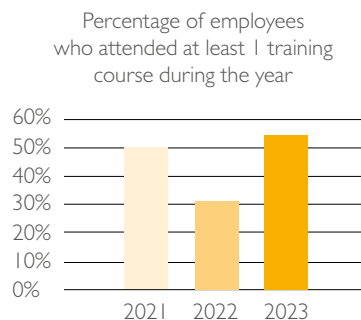
50%

50%

M/F PARITY
FOR
THE BOARD OF
DIRECTORS



..... TRAINING INDICATORS



The quality of the work carried out by the teams is enhanced throughout the careers of our employees by training in order to maintain a high level of competence in all business categories. To this end, Interparfums offers all its employees development plans enabling them to broaden their technical, managerial and personal skills.

While continuing its training efforts on topics such as office automation, management, language learning, business training and personal development, new subjects were tackled in 2023. Climate Frescoes have been set up with regular workshops, so that everyone can incorporate climate change and biodiversity issues into their daily lives. Training in business ethics was also initiated before being rolled out more widely. These high-impact training courses have already involved 28% of employees in France.

EMPLOYEES IN THE VALUE CHAIN



...POLICY

Interparfums' business model is based on a value chain that is expected to be exemplary. **As part of the roll-out of our Business Ethics Charter and our responsible purchasing policy, we do not tolerate any failure on the part of our suppliers to respect human rights. They are therefore asked to ensure that no child labour takes place in their immediate value chain, and that they undertake to pay a decent wage to the adults involved.** Particular attention is paid to the activities of perfumers who operate in certain regions of the world where these issues are prevalent.

Upstream licensors are also very concerned by these issues, and downstream consumers are increasingly interested.



CLOSE-UP ON FLOWERING PLANTS.....

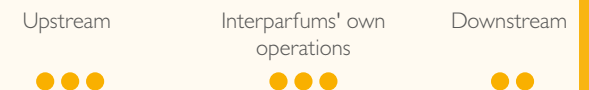
In recent years, articles and reports have described potential human rights violations in various supply chains for plants used in perfumes.

Interparfums is working with its partners on these issues, aware of their complexity and the difficulty of resolving them quickly.

For example, Interparfums favours vertical sourcing from perfumers because of better control over practices and supports their initiatives in terms of traceability (such as the sector's establishment of a multi-brand coalition in the case of jasmine in Egypt).

A study is underway to select a suitable traceability tool that can be applied to all ingredients identified as potentially risky.

Impact on the value chain



Risks and opportunities



28% PERCENTAGE OF SUPPLIERS ASSESSED BY ECOVADIS, CERTIFIED ISO 45001/ OHSAS 18001



CONSUMERS

The Group is responsible for marketing the cosmetic products it sells and for assessing their safety. It also relies on information provided by perfumers, who assess the safety of the raw materials used to make the fragrances.

- 44 Ensure the health and safety of consumers
- 46 A high level of naturalness



ENSURE THE HEALTH AND SAFETY OF CONSUMERS

The Group carries out skin safety tests on the products it markets. In accordance with EC regulation 1223/2009, none of these tests are carried out on animals. Dermal safety tests are carried out on healthy adult volunteers. The Group has taken account of the REACH regulation (EC Directive No. 1907/2006 of 18 December 2006) on the registration, evaluation and authorisation of chemicals with all its suppliers. All the technical and organisational measures required to comply with REACH have been implemented within the Group. It is not subject to registration as a downstream user of substances. However, it wanted to proactively communicate with its suppliers to ensure that the registrations went smoothly and that the compliant chemical substances in its products continued to be supplied.

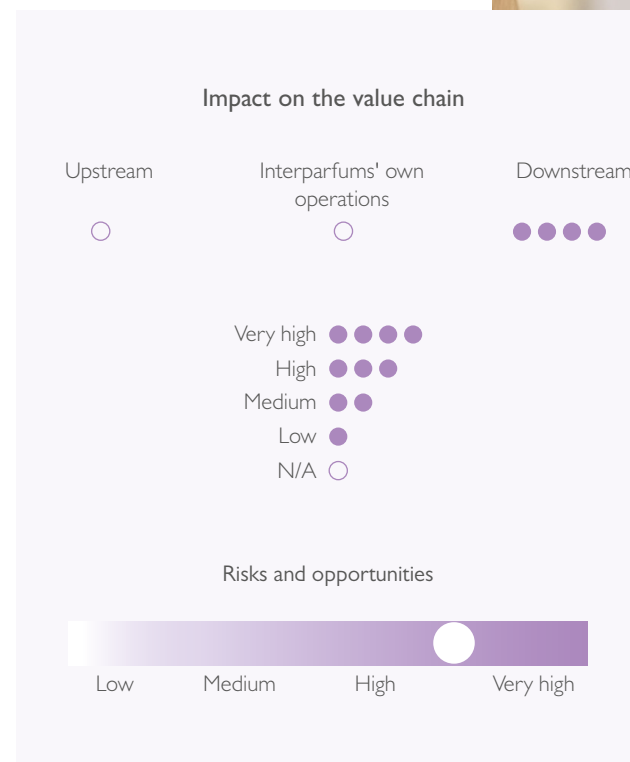
Perfumes contain alcohol (> 78%). This ingredient is not classified as an endocrine disruptor and is tolerated in cosmetics on the basis of a favourable opinion from the SCCS¹ commission, an independent study organisation commissioned by the European Commission.

The Group has taken the initiative of contacting its various subcontractors and suppliers to ensure that they effectively comply with the necessary registrations, notifications

and requests for authorisation from those upstream in their supply chain. Interparfums has asked all its suppliers to commit to supplying articles that do not contain any substance listed in Appendix XIV (substances of very high concern). To date, no supplier has declared the presence of substances subject to authorisation in items supplied to Interparfums. The Ecovadis platform is used to assess the performance of suppliers, particularly perfumers, on issues relating to consumer health and safety, and in particular the absence of substances of concern or controversial substances.

A regulatory monitoring procedure, with the help of the FEBEA², enables Interparfums to ensure strict compliance with regulations, particularly with regard to the monitoring of molecules present in formulas during a ban, for example. The ban on the use of linal from 1 March 2022 meant that all perfumes containing this molecule had to be redesigned, in conjunction with the perfumers. New documents were filed at the end of this process

In the list of regulated substances used by Interparfums (RSL), no ingredient is classified as a known endocrine disruptor³.



¹ Scientific Committee on Consumer Safety.

² The Fédération des Entreprises de la Beauté is the trade association for cosmetics manufacturers.

³ These 16 families of products, the list of which is published by the ECHA (European Chemicals Agency), are banned and, of course, are not present in our products.

.....COSMETOVIGILANCE PROCEDURE

Cosmetovigilance is a system for monitoring and recording undesirable effects associated with the use of cosmetics in humans. It concerns any undesirable effect, serious or otherwise, which has occurred under normal or reasonably foreseeable conditions of use of a cosmetic product or which is likely to result from misuse. Interparfums processes and analyses the cosmetovigilance cases reported to it. A procedure defining the steps to be taken when a complaint is received is systematically applied and corrective measures are systematically deployed.

.....ORGANISATION

The two-person regulatory department within the Supply Chain & Operations Division is responsible for checking the formulations of our products. The eight-strong Quality department constantly monitors subcontractors throughout the production chain for defects and non-compliance.

This team of scientists continually monitors evolving ingredient data and works with perfumers and industry peers through FEBEA to assess the safety of ingredients used in our products.

Cosmetovigilance is carried out by the regulatory department.

.....INFORMING CONSUMERS

Interparfums has set up a web page (myproducts.interparfums.fr) where users can browse by product and check whether or not it contains chemicals of concern. Particular attention is paid to disclosing the presence of allergens. As a result of the publication of Regulation (EU) 2023/1545, from 26 July 2023, 82 allergens must now be indicated on packaging (rather than 26 as previously).

0.015
claims
per million
products sold
in 2023

Since 2013, all our packagers have been implementing the ISO 22716 international standard on Best Manufacturing Practices, which sets out guidelines for the production, checks, packaging, storage and dispatch of cosmetic products. It is the practical development of the Quality Assurance concept, through the description of the factory's activities.

Against this regulatory backdrop, regular audit campaigns of all packaging factories carried out by the Quality department in accordance with the ISO 22716 standard have been introduced. The purpose of these audits is to ensure that packagers maintain a good level of traceability and quality. All factory activities have been reviewed, including the processes for receiving raw materials and packaging items, manufacturing, packaging and quality control. These reports have demonstrated that the Group's subcontractors comply with ISO 22716 Best Manufacturing Practices and in particular the traceability required for all fragrance production.

Interparfums is able to design fragrances that comply with the specifications of certain distributors so that they can promote them at points of sale using the logos they create. Numerous expectations are emerging in different countries around the world, illustrating the importance of this issue for consumers.

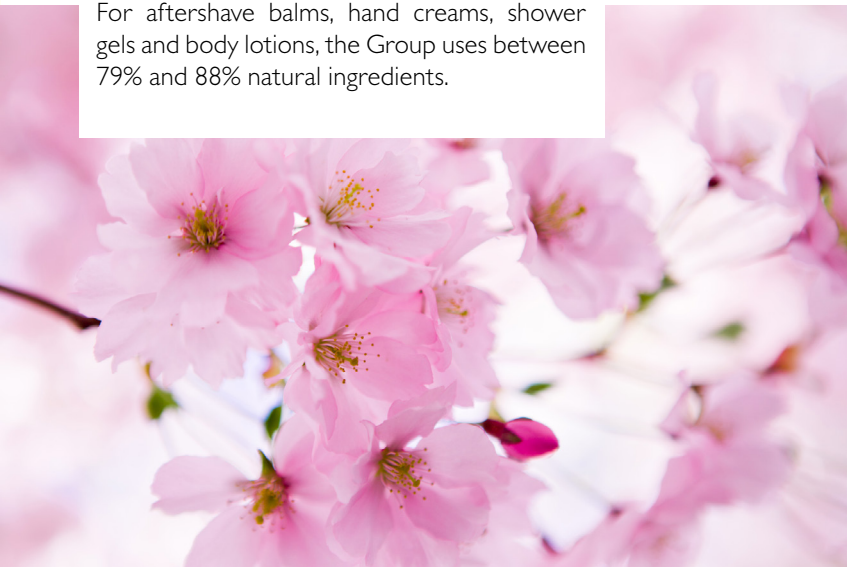


A HIGH LEVEL OF NATURALNESS

.....NATURE: A SOURCE OF INSPIRATION

Interparfums uses only plant-based alcohol in all its fragrance lines, essentially beet alcohol, 99.5% of which is natural. The remainder is made up, depending on the line, of a variable proportion of natural ingredients. It is worth specifying that all the perfumers the Group works with have concentrates with a proportion of ingredients certified to ISO 9235 or ISO 16128. The proportion of natural fragrances is therefore over 80%.

For aftershave balms, hand creams, shower gels and body lotions, the Group uses between 79% and 88% natural ingredients.



Moonlight Rose from the Collection Extraordinaire by Van Cleef & Arpels is an eau de parfum made from a perfume containing 62.8% natural ingredients according to the ISO 16128 standard and 8 upcycled ingredients. Green chemistry principles have also been used for 3 other ingredients.



The latest **Coach Man Green** launch includes a perfume made with 31.3% ingredients of natural origin according to the ISO 16128 standard. In addition, 34.2% of the perfume, i.e. 10 ingredients, comes from upcycled raw materials.



GOVERNANCE

Interparfums adheres to the Middenext¹ corporate governance code and in this context is developing its governance in line with the ESG challenges identified in its materiality matrix presented on page 9.

The Interparfums Group is not currently subject to the regulation on taxonomy, Regulation (EU) 2020/852 of the European Parliament and of the Council of the European Union of 18 June 2020. It is doing everything possible to comply with these regulations, which will apply to the Group from 2026 (for the 2025 financial year) onwards.

In terms of taxation and tax payments, the Group complies with local regulations in all the countries in which it operates and does not engage in tax evasion. The Audit Committee presents the tax breakdown to the Board of Directors each year.

¹ Middenext is the independent French trade association representing mid-cap listed companies. Founded in 1987, Middenext federates and represents companies listed on Euronext and Euronext Growth, across all business sectors.

- 48 Motivated and committed governance
- 50 Risk factors
- 53 Ethics and compliance



MOBILISED AND COMMITTED GOVERNANCE

Since its listing on the Paris stock exchange, Interparfums has proved itself to be transparent by regularly explaining its strategy, outlook and concerns, and by answering all its shareholders' questions to the best of its ability.

In early 2022, the Group set up a Consultative Committee of Individual Shareholders to strengthen its communication and respond more effectively to the legitimate expectations of its shareholders.

Comprising twelve shareholders, including two employees, it met once in 2022 and once in 2023.

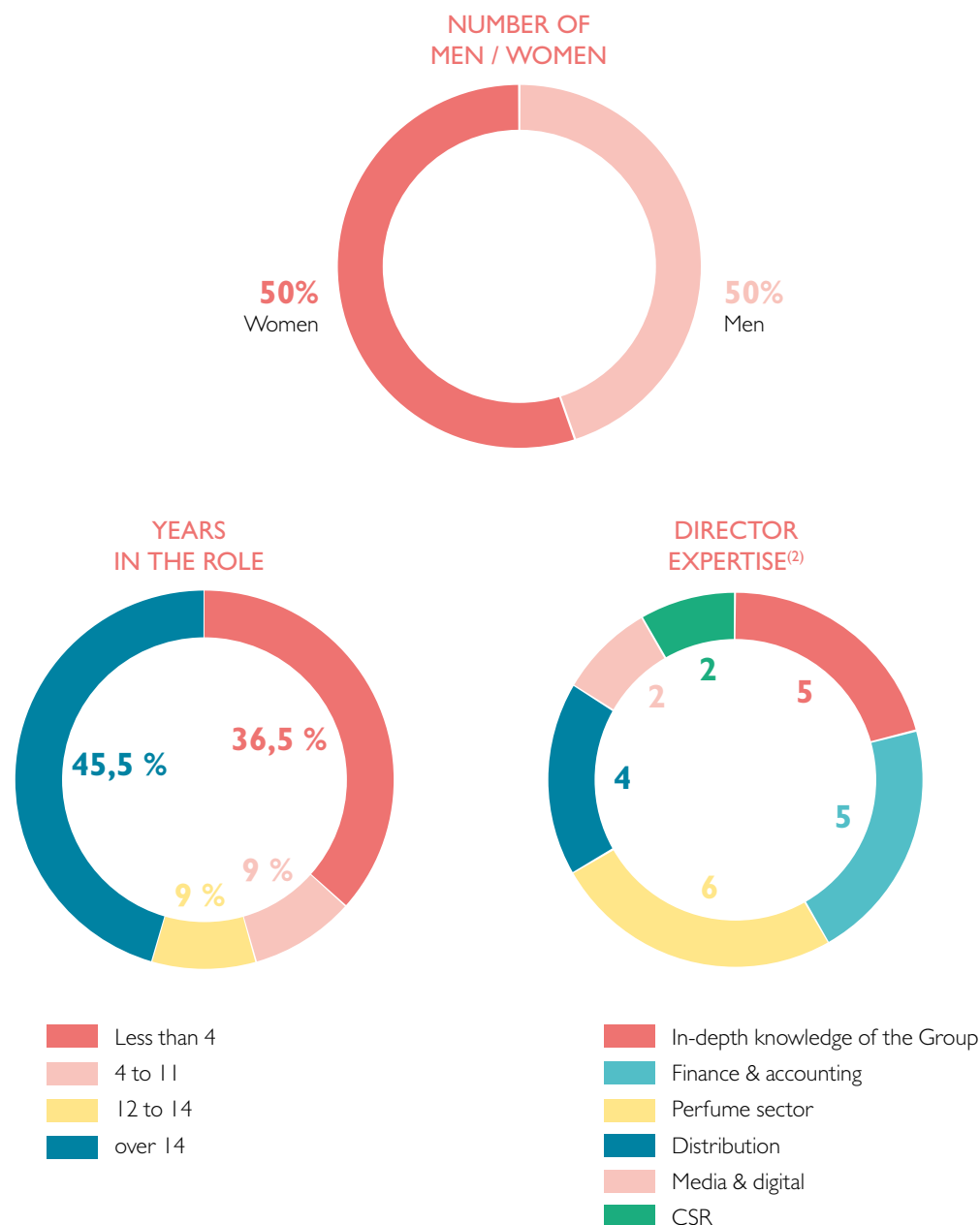
In 2024, the members of the Board of Directors attended information-sharing sessions designed to help them anticipate future regulations, particularly in terms of climate change, business ethics and the fight against corruption and forced labour. They have been specifically trained in the fight against corruption.

The members of Interparfums' Executive Committee are trained in CSR by following a programme that covers the Group's main challenges: climate with the Climate Fresco, CSRD and reporting, business ethics, duty of care, etc.

In 2024, the Governance, Appointments and Remuneration Committee was created.

Interparfums does not engage in any lobbying activities. The Group is a member of Middenext to ensure that management is informed and trained in new regulations, in particular those relating to CSRD¹. Interparfums is a member of the FEBEA and UNIFAB to ensure that the Group is supported in the development of its activities. Rochas participates in the activities of the Comité Colbert and the Fédération de la Haute Couture et de la Mode.

COMPOSITION OF THE BOARD OF DIRECTORS



² Corporate Sustainable Reporting Directive

³ Number of directors with the relevant skills

CSR GOVERNANCE

The CSR Department reports to the Finance Department, so that ESG issues are taken into account at the highest level and the company's overall performance is rationalised.

A CSR Executive Committee comprising all internal stakeholders was set up in 2021. It has 10 members, 4 of whom are members of the Interparfums Executive Committee: the Chief Financial Officer, the Director of Human Resources, the Director of Legal Affairs and the Executive Director of Supply Chain & Operations. It also includes the Finance and Communications Departments and the Shareholder Relations Department. This committee is led by the Sustainable Development Director.

This CSR Executive Committee reports regularly on its work to Philippe Bénacin, Chairman and CEO of Interparfums, as well as to the CSR Committee of the Board of Directors, newly created in 2024.

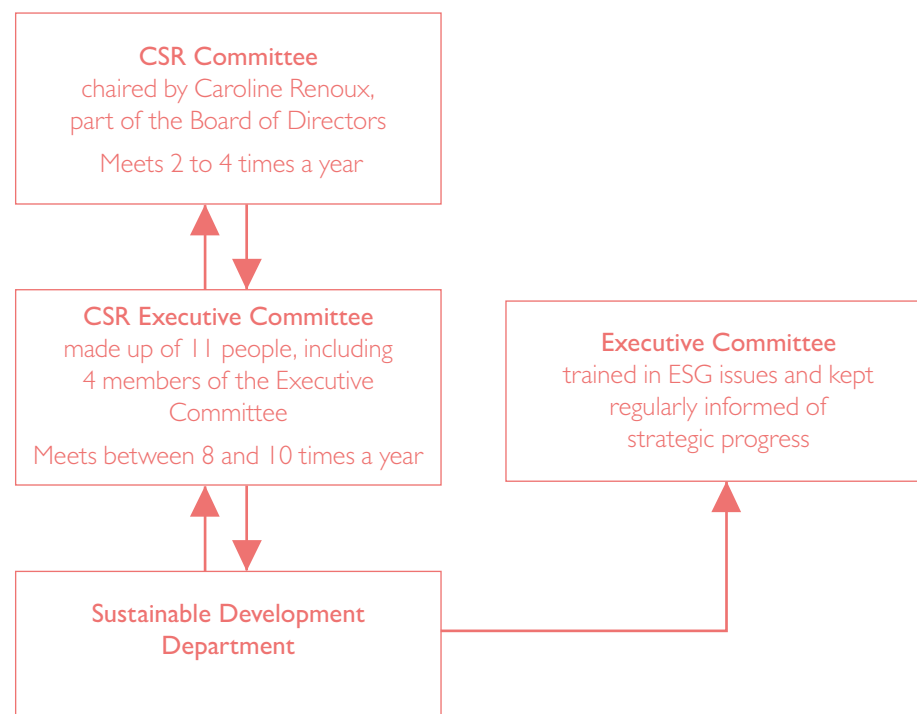
..... PORTRAIT OF CAROLINE RENOUX, Chairman of the CSR Committee

Caroline has extensive experience and expertise in ESG. A graduate of ESSCA in Angers and of the Collège des Hautes Études de l'Environnement et du Développement Durable (CHEDD) Centrale Paris, she founded Birdeo in 2010, a leading recruitment and HR consultancy firm specialising in positive-impact jobs and sustainable development. It has held the B Corp label since 2015 and has been a Mission Company since 2021. Driven by a



real ecological awareness and convinced that the new economic, social and environmental challenges will generate a revolution at least equivalent to the digital revolution, she decided in 2019 to go even further and created People4Impact by Birdeo, which she now heads up, the first community of freelance experts and interim managers specialising in sustainable development issues. Caroline also works with Management Committees and Boards of Directors on the organisation of CSR skills and professions within companies. In 2024, she also published a book entitled "5 étapes pour se reconvertir dans la RSE" (5 steps to a new career in CSR).

She is also Chair of the edutech Ecolearn Mission Committee, a member of the "Enjeux et des hommes" Mission Committee and a member of the Havas France Stakeholder Committee.



RISK FACTORS

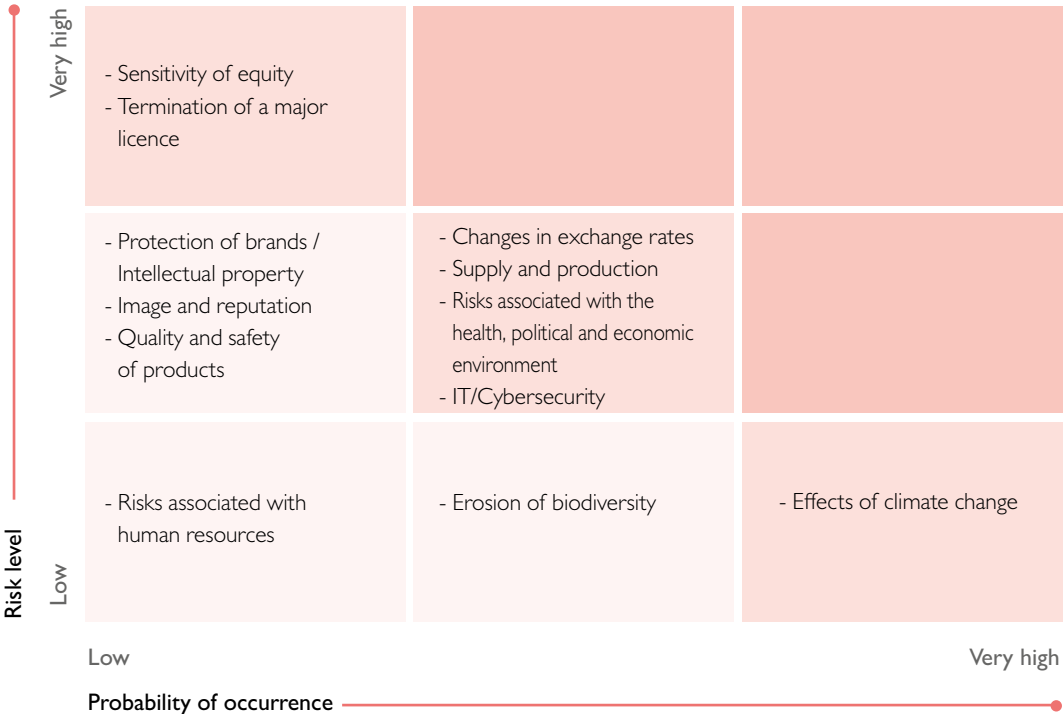
In accordance with European regulation 2017/1129 article 16, the Group has reduced the risks that are specific to it, either by the nature of its business or by the particularity of some of its operations.

The Group's generic risks are therefore excluded from this classification.



The Group presents a map of risks organised according to their importance and probability of occurrence. It is shown here to illustrate the issues at stake, without replacing the explanations that follow. Although the Group has not identified any specific risks relating to Corporate, Environmental and Social Responsibility, it points out that the description of risks below includes details of non-financial risks where necessary. After taking into account the measures put in place by the Group to manage these risks, the mapping process resulted in a classification of risks into 4 categories: business risks, industrial risks, financial risks (not presented in this document, refer to URD 2023) and legal and IT risks.

The risk categories listed below are not presented in order of importance. However, within each category, the risk factors are presented in descending order of importance, as determined by the Group at the date of publication of the 2023 URD.



SUMMARY TABLE OF THE MAIN NON-FINANCIAL RISKS IDENTIFIED

BUSINESS RISKS		
Type of risk	Description of risk	Risk management
Risks associated with the termination a major licence	<ul style="list-style-type: none"> In the perfume and cosmetics industry, the licensing system consists of a ready-to-wear, jewellery or accessories brand granting a right to use its name to a licensee (Interparfums) in return for payment of a royalty indexed to sales. The risk is that the contract will not be renewed when it expires. 	<ul style="list-style-type: none"> A number of factors tend to reduce or even cancel out this risk: <ul style="list-style-type: none"> - long-term contracts (ten years or more); - possibility of early renewal; - diversified portfolio of brands; - the Group's own characteristics (sophisticated marketing, distribution network, organisation, etc.); - small number of potential licensees with a similar profile; - ongoing search for new licences to reduce the significance of existing brands in the portfolio. In addition, the Group owns the Lanvin brand in class 3 (perfumes) and the Rochas brand in classes 3 (perfumes) and 25 (fashion), thereby reducing the potential impact of the risk of non-renewal of licence agreements.
Risks associated with the health, political and economic environments	<ul style="list-style-type: none"> With operations in over 100 countries, the Group regularly assesses its exposure to country risk. The Group generates a significant proportion of its sales outside France, including 6.3% in the Middle East, 8% in South America and less than 5% in Russia, where geopolitical instability is monitored by the departments responsible for debt collection. As a general rule, the Group constantly monitors all the markets in which it operates. 	<ul style="list-style-type: none"> In view of the Group's policy on debt collection and the monitoring of trade receivables, the quality of receivables and the financial strength of its distributors, the Group has not set aside any provisions in the financial statements for the year ended 31 December 2023 in respect of countries considered to be at risk. In addition, to reduce the risks of insolvency and in the face of growing geopolitical instability, the Group has taken out insurance with Euler Hermes and Coface on a significant proportion of its export trade receivables. The Group specifies that it complies with the sanctions against Russia adopted by the European Union, in particular the export rules defined by Council Regulation (EU) 2022/428 of 15 March 2022.
Risks associated with image and reputation	<ul style="list-style-type: none"> Interparfums' reputation is primarily characterised by the image of its brands, which are part of the Company's intellectual capital and recognised for the quality and desirability of its products. This asset can be a weakness in the event of damage to their image and reputation, based on facts that may or may not be true, whatever their nature or origin, internal or external (social networks, press), in good or bad faith. The associated risks are a risk to the Company's image and its values and therefore eventually a risk for its sales, activities and development. 	<ul style="list-style-type: none"> The Group upholds strong values and maintains close relationships with its licensors, external stakeholders (customers and suppliers) and employees. Through high-quality products, the choice of suppliers and industrial facilities, the choice of a selective distribution network and the collaborative management of employees, it reduces the risks of negative information circulating about it. In addition, the Group's partners have signed the "Business Ethics Charter" and its employees have applied the "Responsible Employer Charter", both of which greatly reduce the likelihood of this risk occurring and reduce negative impact in the event of a risk being identified.
Risks associated with the image and reputation of licensees	<ul style="list-style-type: none"> Interparfums' reputation is also characterised by the image of its brands, which are part of the intellectual capital of the Group. Major damage to the image and reputation of a licensee would have an impact on the image of Interparfums and could adversely affect its ability to continue its activities and its development. 	<ul style="list-style-type: none"> The Group ensures that its licensees have a code of business ethics or a code of good conduct. The Group is also in close contact with its licensees, which means that any risk situations can be managed jointly. Finally, the Group's licensees are major players in the world of jewellery, ready-to-wear and accessories and are subject to regulatory and legal constraints in terms of duty of care, which Interparfums is part of as a link in their value chain.

INDUSTRIAL RISKS		
Type of risk	Description of risk	Risk management
Risks associated with supply and production	<ul style="list-style-type: none"> Interparfums' Supply Chain & Operations Department is responsible for supplying raw materials to partner factories. The production risk lies in the fact that industrial partners are unable to manufacture the products to be marketed on time. Given the existing risks in terms of climate change and erosion of biodiversity, the Group specifies that none of the areas where its packaging plants are located, mainly in France and Europe, are subject to identified environmental risks. 	<ul style="list-style-type: none"> To reduce this risk, the Group is working with manufacturers to put in place production plans at a very early stage, and is increasing the number of moulds, tools and production sites it uses. By regularly reviewing and monitoring production schedules with component suppliers, and by selecting a wide range of suppliers, the Group is able to reduce the risk of disruptions in the supply chain. The Group is constantly on the lookout for new suppliers and ensures that it has other sources of supply so as not to be in a situation of dependence. The company also relies on the CSR assessments of its suppliers carried out by the Ecovadis platform. Their performance levels are closely monitored by the Supply Chain & Operations Department, and corrective action plans are proposed where necessary. Using the Thinkhazard tool, the Group has analysed the exposure of its packer sites to the risks of coastal flooding, water scarcity and extreme heat. The level of risk is classified as low to medium. Furthermore, none of these strategic sites for the company is located in a Natura 2000 zone or under the responsibility of the Fédération des Conservatoires d'Espaces Naturels.
Risks associated with the quality and safety of products	<ul style="list-style-type: none"> The safety of consumers using the Group's products is a prerequisite commitment in the manufacturing process. Non-compliance with legislation or regulations throughout the manufacturing process could lead to the destruction or recall of the offending products. 	<ul style="list-style-type: none"> The Group systematically and strictly complies with the regulations and laws of the countries in which it operates. The regulatory department within the Supply Chain & Operations Division is responsible for checking the formulations of our products. The quality department constantly monitors subcontractors throughout the production chain for defects and non-compliance. Cosmetovigilance is carried out by the Legal and Regulatory departments.
Erosion of biodiversity	<ul style="list-style-type: none"> The Group uses natural ingredients in the composition of its fragrances and, as such, raises the question of the sustainability of these ingredients in a context of global warming and reduced access to these resources. 	<ul style="list-style-type: none"> The Group works closely on these issues with its suppliers, who are major players in the perfume sector. They confirmed their ability to maintain continuity of supply thanks to their varietal selections and their agricultural management, particularly with regard to their supply and use of water.

LEGAL AND IT RISKS IT		
Type of risk	Description of risk	Risk management
Intellectual property	<ul style="list-style-type: none"> Interparfums' brands are strategic intangible assets for the Group and are protected in the countries in which they are marketed. The marketing of a product whose trademark is already used by other companies, or the non-renewal of protection for important trademarks in the portfolio, could lead to disputes and requests for the destruction of the stocks concerned. 	<ul style="list-style-type: none"> Prior art searches and the monitoring of registrations and renewals over the life of the trademark are priorities for the Group and are the subject of specific vigilance entrusted to a dedicated department within the Legal Department. This department, equipped with high-performance tools, manages and defends these intellectual property rights.
IT - cybersecurity	<ul style="list-style-type: none"> In an environment of digital transformation and constantly evolving technologies, the Group's activities depend on increasingly paperless and digital operation. System malfunction, downtime or loss of data could have a significant impact on the Group's business. 	<ul style="list-style-type: none"> The IT Department has introduced strict rules on infrastructure, application and access rights security. It has also put in place equipment and tools to protect and update security against intrusions, cyber-attacks and system obsolescence. It carries out regular penetration testing campaigns. In addition, the Group has introduced an IT charter setting out the rights and duties of employees who use the information system, to ensure that it is used in a secure environment and in accordance with internal control procedures.

ETHICS AND COMPLIANCE

As part of its CSR approach, the Group is committed to conducting its internal and external activities with integrity and responsibility. It has therefore decided to adopt the Middenext Anti-Corruption Code of Conduct in order to express its convictions on this subject and share them with all its employees and with all third parties with whom it works. This Code of Conduct sets out the guidelines to be applied by all employees, whether in France or abroad. The aim is for all Group employees to adopt ethical behaviour in their activities within the Group. In addition, a Business Ethics Charter has been drawn up and will be enforceable with its partners to ensure that they comply with the rules of ethics, morality and law to which the Group is committed. This ethical charter has been shared with them, using the Provigis monitoring platform launched in October 2023 and an electronic signature mechanism. Its roll-out can be measured and improvement plans can be requested from partners.

	31 December 2023	31 August 2024
Number of suppliers who have received the ethical charter via Provigis	113	120
Percentage of suppliers who have signed the ethics charter	51%	68%

In addition to distributing the ethics charter, **we have decided to provide anti-corruption training for all our employees.** Employees who are most exposed to risk will benefit from a special, tailor-made training day led by an expert.

A corruption risk map will be finalised in 2024.

WHISTLEBLOWING AND REPORTING MECHANISM

Interparfums makes available to its employees and all its stakeholders a reporting platform provided by EQS Group, an independent service provider, accessible via the link <https://interparfums.integrityline.app/>. Set up at the end of 2023, this platform - which is secure and guarantees the confidentiality and security of the data exchanged - enables anyone to report any situation that appears to breach the Group's ethics. In the past, alerts were received by other means, and no alerts were received in 2023. The introduction of this platform was accompanied by communication explaining the procedure for filing a report and the data confidentiality policy in accordance with the General Data Protection Regulation (GDPR). More generally, a Data Protection Officer (DPO) is responsible for all measures relating to GDPR.

In the event of an alert, an Ethics Committee made up of the General Counsel, the Human Resources Director, the Head of Compliance & the DPO is responsible for dealing with it by conducting investigations and, if necessary, calling in a specialist outside firm.

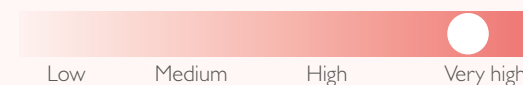
The General Counsel is responsible for reporting all matters relating to business ethics to the **Executive Committee**, of which she is a member, and to the Board of Directors if necessary.

Impact on the value chain



Very high ● ● ● ● ●
 High ● ● ● ●
 Medium ● ● ●
 Low ●
 N/A ○

Risks and opportunities



..... TRAINING

By the end of 2023, the Board of Directors and the Executive Committee had received training in the fight against corruption.

All employees then followed an e-learning module on the fight against corruption.

Lastly, the employees identified as being at risk (within the Group) will be sent on a face-to-face training course scheduled for the end of 2024.

..... DUTY OF CARE

As part of the partnerships established with suppliers, an action plan to prevent economic dependence with the Group's partners has been implemented.

This duty of care is applied in particular to partners who may be exposed because of their size and infrastructure. The Group has set up a monitoring system to identify companies that could, in the long term, become economically dependent, thereby jeopardising their relationship.

The Group's duty of care also takes the form of transparent communication that helps its partners prevent this risk of dependence. It provides medium and long-term visibility on its forecast levels of activity, its development strategies and its needs in terms of innovation, so suppliers can build their own strategy and develop their capacity to adapt, in order to achieve the desired objectives.

Over the last few years, the Group has also been securing its purchases of a number of critical components for our strategic lines. This

meant that the moulds and tools had to be sourced from two different suppliers.

Depending on the context of this dependence, where appropriate the Group, in exercising its duty of care, may also consider withdrawing from the supplier concerned, in advance and gradually. Generally speaking, as part of its duty of care policy in terms of the risk of economic dependence, the Group encourages its suppliers to regularly diversify their customer base. Similarly, a supplier who has developed an innovative technique that gives it a monopoly may also put the Group at risk in terms of supply. The Group may therefore agree with it to seek a second source of supply.

More
than 90%
of employees trained
in anti-corruption
measures by
September 30, 2024
(Group scope).





EXPERTS' CORNER

Reporting scope: the content of this report and the indicators presented in the following pages, unless otherwise stated, cover the Group (France, United States and Singapore) and are consolidated for the year 2023 (i.e. from 1 January to 31 December 2023). No subsidiary is excluded from this reporting scope.

The non-financial scope covered by this report is identical to the financial scope. All Interparfums operations are therefore covered in this report.

56	Table of indicators
59	Useful resources

TABLE OF ESG INDICATORS

Indicator	2021 results	2022 results	2023 results	Objectives	ESRS	References SDG	GRI
Environment							
Total annual greenhouse gas emissions - Scope 1 and 2 (in tCO ₂ eq)	255	235	221	Neutrality (2025)	ESRS E1	13	305-1, 305-2
Total annual greenhouse gas emissions - Scope 1, 2 and 3 (in tCO ₂ eq)	174,940	152,937	191,255	Neutrality (2030)	ESRS E1	13	305-1, 305-2
Carbon intensity (in kg of CO ₂ per thousand euros of sales)	312	216	240		ESRS E1	13	305-1, 305-2
Number of carbon contribution projects	0	1	1		ESRS E1	13	305-1, 305-2
Total energy consumption (in MWh)	1,846	1,754	1,696		ESRS E1	7	305-1, 305-2
Self-generated renewable energy consumption (in MWh)	0	0	4.9		ESRS E1	7	305-1, 305-2
Water consumption (in m ³)	2,495	3,949	1,301		ESRS E3	6	303-5
Production zones (tier 1 suppliers) located near a protected natural area in terms of biodiversity	None	None	None	None	ESRS E4	15	304-8
Percentage of PCR (recycled) glass used in product packaging	46%	37%	78%		ESRS E5	12	301-2
Intensity of use of PCR glass (in tons/€M of sales)	5.79	11.30	7.80		ESRS E5	12	301-2
Percentage of FSC cardboard used in product packaging	1%	10%	88%	100%	ESRS E5	12	301-2
FSC cardboard intensity (in tons/€M of sales)	0.03	3.20	1.98		ESRS E5	12	301-2
Intensity of plastic used in product packaging (in tons/€M of sales)	2.08	1.91	1.77		ESRS E5	12	301-1
Quantity of waste produced (warehouse) (in tons)	38	42.3	30		ESRS E5	12	306-3
Percentage of waste recycled by recycling companies	78%	83%	90%		ESRS E5	12	306-5
Quantity of hazardous waste produced (tons)	3.78	8.80	0.00		ESRS E5	12	306-4
Amount of financial penalties and fines paid for breaches of current environmental regulations	€0	€0	€0		ESRS E2	12	2-27

Indicator	2021 results	2022 results	2023 results	Objectives	ESRS	References SDG	GRI
Social							
Total permanent Group workforce	298	317	334		ESRS 2 and SI	8	2-7
Employees by geographical area: France	214	228	233		ESRS 2 and SI	8	2-7
Employees by geographical area: United States	65	70	77		ESRS 2 and SI	8	2-7
Employees by geographical area: Singapore	19	19	24		ESRS 2 and SI	8	2-7
Workforce by type of contract: permanent/ non-permanent	287/11	307/10	323/11		ESRS SI	8	2-7
Creation of permanent jobs	5	18	22		ESRS SI	8	401-1
Percentage of employees covered by a collective agreement	72%	72%	70%		ESRS SI	8	402-1
Breakdown of employees by age	Under 18: 0% 18 to 24: 4% 25 to 34: 29.5% 35 to 44: 32% 45 to 54: 22.8% 55 and over: 11.7%	Under 18: 0% 18 to 24: 4% 25 to 34: 29% 35 to 44: 29.7% 45 to 54: 24.3% 55 and over: 13%	Under 18: 0% 18 to 24: 5.7% 25 to 34: 29.3% 35 to 44: 29% 45 to 54: 23.6% 55 and over: 12.4%		ESRS SI	10	405-1
Average employee age	nd	nd	41		ESRS SI	10	405-1
Average employee length of service	nd	nd	7.55		ESRS SI	8	
Turnover rate	nd	nd	22%		ESRS SI	8	
Absenteeism rate	nd	2.34%	2%		ESRS SI	8	
Absenteeism rate (excluding maternity and paternity leave)	nd	1.21%	1.80%		ESRS SI	8	
M/F parity for complete workforce	25% / 75%	26% / 74%	26% / 74%		ESRS SI	5	405-1
M/F parity for management jobs	32% / 68%	35% / 65%	39% / 61%		ESRS SI	5	405-1
Professional Equality Index (France)	85 / 100	84 / 100	84 / 100		ESRS SI	5	405-2
Number of employees recognised as disabled workers	2	3	3		ESRS SI	10	405-1
Number of trainees present at 31/12	13	4	0		ESRS SI	10	405-1
Percentage of employees attending a training course at least once in the year	36%	23%	38%	70% (2025)	ESRS SI	4	404
Number of hours of training	668	1,591	2,635		ESRS SI	4	404
Average number of training hours per employee	2.24	5.02	7.89		ESRS SI	4	404-1

Indicator	2021 results	2022 results	2023 results	Objectives	ESRS	References SDG	GRI
Number of lost-time accidents	0	1	1		ESRS S1	3	403-9
Number of lost-time accidents while commuting	2	0	0		ESRS S1	3	403-9
Frequency index (number of work accidents with lost time per million hours worked)	5.26	2.48	1.87		ESRS S1	3	403-9
Severity rate (number of days of accident-related absence per thousand hours worked)	0.04	0.03	0.01		ESRS S1	3	403-9
Number of occupational illnesses	0	0	0		ESRS S1	3	403-10
Number of employees who died as a result of a workplace accident	0	0	0		ESRS S1	3	403-9
Number of calls to the counselling service	0	0	1		ESRS S1	3	403-4
Percentage of employees paid above a living wage	100%	100%	100%	100%	ESRS S1	8	13.21.1
Number of claims per million products sold	nd	0.04	0.02		ESRS S4	3	416
Governance							
Percentage of independent directors on the Board of Directors	40%	45%	50%	50%	ESRS G1		2-9
Percentage of women on the Board of Directors	40%	45%	50%	50%	ESRS G1	5	2-9
Existence of a Consultative Committee of Individual Shareholders	None	Yes	Yes	Yes	ESRS G1		2-9
Existence of a CSR committee within the Board of Directors	None	None	None	Yes (2024)	ESRS G1		2-9
Attendance rate of directors	100%	98%	99%		ESRS G1		2-9
Number of employees identified at risk of corruption	nd	nd	72		ESRS G1	8	205
Effective tax rate	29%	24.8%	26.9%		ESRS G1	8	205
Percentage of employees trained in the fight against corruption	nd	nd	3 %	> 95% (2024)	ESRS G1	8	205
Number of incidents reported thanks to the whistleblowing procedure	0	0	0		ESRS G1	8	205
Personal data protection policy (DPO)	Yes	Yes	Yes	Yes	ESRS G1	8	418
Percentage of direct suppliers who have signed the ethics charter	N / A	N / A	51%	> 90%	ESRS G1	8	414



— USEFUL RESOURCES

Interparfums

Finances website

ESG section

Products website

Website presenting the environmental
impact of products and their composition

<https://www.interparfums-finance.fr/>

<https://www.interparfums-finance.fr/en/csr-strategy/>

<https://www.interparfums.fr/>

<https://myproducts.interparfums.fr/>

Rating agencies

CDP

Ecovadis

MSCI

S&P

Sustainalytics

<https://www.cdp.net/en/>

<https://ecovadis.com/>

<https://www.msci.com/>

<https://www.spglobal.com/ratings/en/>

[https://www.sustainalytics.com/esg-rating/
interparfums/1008759663](https://www.sustainalytics.com/esg-rating/interparfums/1008759663)

Commitments and memberships

FEBEA

Global Compact

MiddleNext

SBTi

<https://www.febea.fr/>

<https://unglobalcompact.org/what-is-gc/participants/163783>

<https://www.middlenext.com/>

[https://sciencebasedtargets.org/companies-taking-
action#dashboard](https://sciencebasedtargets.org/companies-taking-action#dashboard)

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